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UNITED STATES  
RAILROAD ADMINISTRATION

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REPORT  
OF THE  
RAILROAD WAGE COMMISSION  
TO THE  
DIRECTOR GENERAL OF RAILROADS

---

APRIL 30, 1918.

Washington.  
Railroad Wage Commission  
1918



UNITED STATES  
RAILROAD ADMINISTRATION

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REPORT  
OF THE  
U. S. RAILROAD WAGE COMMISSION  
TO THE  
DIRECTOR GENERAL OF RAILROADS

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APRIL 30, 1918.

Washington.  
Railroad Wage Commission  
1918

REPORT OF THE RAILROAD WAGE COMMISSION

THE RAILROAD WAGE COMMISSION

Franklin K. Lane, Chairman,

Charles C. McChord

J. Harry Covington

William R. Willcox

Frederick W. Lehmann,  
General Counsel

W. A. Ryan, Secretary

REPORT OF THE RAILROAD WAGE COMMISSION

Letter of Transmittal

To the Director General of Railroads:

Sir:

I have the honor to transmit herewith the report of the Commission, appointed and operating under the authority and jurisdiction conferred by your General Order No. 5, dated January 18, 1918.

Signed:



Chairman

Class. E-7-30 A.V.M.

REPORT OF THE RAILROAD WAGE COMMISSION

Copy of General Order Creating the Railroad Wage  
Commission and defining its Authority and Jurisdiction.

DIRECTOR GENERAL OF RAILROADS.

Washington

January 18, 1918.

GENERAL ORDER NO. 5.

Pursuant to the authority vested in me as Director General of Railroads by the President of the United States in his proclamation of December 26, 1917, I hereby create a Railroad Wage Commission and name as the members thereof, Franklin K. Lane, Secretary of the Interior; Charles C. McChord, Member of the Interstate Commerce Commission; J. Harry Covington, Chief Justice of the Supreme Court of the District of Columbia, and William R. Willcox of New York.

IT IS ORDERED AND DIRECTED THAT:

The Commission shall make a general investigation of the compensation of persons in the railroad service, the relation of railroad wages to wages in other industries, the conditions respecting wages in different parts of the country, the special emergency respecting wages which exists at this time owing to war conditions and high cost of living, as well as the relation between different classes of railroad labor.

The Commission shall begin its labors at once, and make report to the Director General, giving its recommendations in general terms as to changes in existing compensations that should be made.

Officers, agents and employees of the railroads are directed to furnish to the Railroad Wage Commission upon request all information it may require in the course of its investigation.

(Signed) W. G. McAdoo,  
Director General of Railroads.

REPORT OF THE RAILROAD WAGE COMMISSION

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REPORT OF THE RAILROAD WAGE COMMISSION

April 30, 1918

TO THE DIRECTOR GENERAL OF RAILROADS:

To make an investigation of the wages and hours of the more than two million railroad workers now in the employ of this Government has been a matter of engrossing interest. To ask of a man, "What wages should you in justice receive?" is to ask perhaps the profoundest of all human questions. He is at once compelled to an appraisal of his own contribution to the general good. He must look not selfishly on his own material needs, but take a far view of the needs of those dependent upon him. He must go into the whole involved problem of his relationship with his fellows, and to answer the question aright he must in the end come to a judgment which will be nothing less than a determination of what policy or plan of wage adjustment will make for the permanent well-being of the State. We have searched for no such ultimate answer, if there can be one. But our investigation sought to reveal the insistent problems that confronted these workers, and such recommendations as we make are the practical answers to an immediate and direct question: What does fair dealing at this time require shall be done for these people, who are rendering an essential service to the

REPORT OF THE RAILROAD WAGE COMMISSION

nation in the practical conduct of this industry?

That question to the mind of the Commission is qualified materially by the phrase "at this time". The existing state of war prohibits anything approximating a determination of ideal conditions. The exceptional call that has been made upon the railroads, and upon practically all other forms of industry in the country, since the United States entered the war over a year ago, has created an abnormal demand for labor. Wages have always responded to a degree to the law of supply and demand. As a result of the war, the prices of the necessities of life have been mounting to unheard of levels. The railroads, with the pressure upon them for greatly increased transportation facilities, have been confronted with the problem of asking increased exertion on the part of labor at a time of extreme competitive labor demand and at a time when the purchasing power of the pay is shockingly small. The Commission has consequently considered the railroad wage problem with the idea that the Government must courageously direct its attention toward the maintenance of rates of wages for the railroad employees which are still adequate for those who, as they patriotically labor, recognize that the war has brought to us all the necessity for sacrifice.

In undertaking its comprehensive labor of determining in a broad spirit what fair dealing at this time does require to be done by the Government for the railroad employees, the

REPORT OF THE RAILROAD WAGE COMMISSION

Commission held a large number of public hearings. It requested to appear before it at those hearings, representatives of all classes of employees, organized and unorganized, in the service of the railroads. Those who came to speak for these employees were given a full opportunity to present their views concerning the character and conditions of the work performed by those for whom they spoke, and the necessity for an increased compensation to be paid them. In addition to the statements presented at the hearings on behalf of the employees, hundreds of letters, written statements and petitions which were sent to the Commission by individual employees and by organizations of employees, were classified, analyzed and considered by the Commission in connection with the oral statements. Men in the service of the railroads, who during the period of operation and control by the private owners thereof had directly to do with the work performed by the various classes of employees, and with the determination of the rates of compensation and conditions of employment, were also heard, not in controversy with the employees, but to give all the information they could concerning the work of the various classes of employees, the reasons for the existing differentials in wages between different classes, the extent to which increases in wages had already been given to meet the present exigency, and the extent to which increases ought to be given at the present time.

REPORT OF THE RAILROAD WAGE COMMISSION

WAGE DEMANDS

The requests which have come to us for wage increases would, if fully granted, involve an additional outlay in wages of somewhat over one billion dollars per year in excess of the wage fund of last year, which exceeded two billions. Some asked for an increase of one hundred per cent in their pay, and from this they graduated downward to ten per cent. None were satisfied with their present wages.

If we assume that this total sum should be given, the problem would at once arise as to its distribution. Quite evidently the need or the desert of each class of labor is not to be measured by its demands. The bolder should not be given all they ask merely for their boldness, while the more modest are insufficiently rewarded for the service they render because of their modesty. Some had evidently thought out their claims with particular respect to their power to compel concessions, while others based their demands upon the exceptional character of the services given, the long experience and the training or character required. Still others found this a proper time to put forward claims which they felt were but a slender part of what justice would award, were the whole scheme of wage-making to be taken up afresh under a new order of things.

To re-classify the many hundreds of employments

REPORT OF THE RAILROAD WAGE COMMISSION

in which the two million railroad workers engage would be a task calling for more time, skill, insight and knowledge than we possess. At the outset, it was seen that there were grave inequalities in the rates of wages paid. But who should say what relationship each class of employees should bear to the other? Abstractly, why should an engineer receive \$170 per month, and a telegraph operator \$90 per month? What ratio should the messenger boy's wage bear to that of a brakeman, or that of a machinist's helper to a section boss, or that of a billing clerk to a train despatcher? Or to be still more particular, what should be the proportionate wage of trainmen and stationmen? Should there, in fact, be, or could any scientific scheme be devised by which there might be arrived at, some proper and certain method of determining the wage of a carpenter as against that of an electrician? So if the full amount of the claims were granted we should still be met with a problem impossible of certain solution - the proportionate share out of the total wage fund that should go to anyone.

In the world of economics this situation has been met by the simple application of supply and demand, which is in turn now varied, affected and modified by those limitations arising out of the artificial, but necessary and historic methods of collective bargaining.

These forces have classified employments. In the growth of the railroads there has consequently been evolved no

REPORT OF THE RAILROAD WAGE COMMISSION

naturally those who, by organization or through force of competition, could exert most pressure fared best. Things came to a head just before the Government took over the railroads. Another three months of private management and we would have seen much more extensive concessions in wages, or there would have followed an unfortunate series of labor disturbances. The Government therefore has now to meet what would have come about in the natural course.

Indeed, the impatience of the men was only allayed, after Government intervention, by the assurance that the matter of wages would be promptly taken up and that the awarded increases would be retroactive as of January 1st of this year.

The Government now enjoys this position of distinction - it is not yielding to threats; it is not compelled to a course by fear of any unpatriotic outburst; it is not making concessions to avoid disaster. There has been no hint that such a policy would be pursued by those who have it within their power. The right thing "at this time", a measure of justice, consideration for the needs of the men, whether organized or unorganized, whether replaceable or not replaceable - these are the standards that we have sought to meet. By what amount have the railroad workers been disadvantaged by reason of the war, and how may that disadvantage be overcome with the largest degree of equity, assuming that, in common with all who do not wish to exploit the opportuni-

REPORT OF THE RAILROAD WAGE COMMISSION

ties which the war affords, these workers cannot have and will not expect a full meeting of the entire burden.

The course of first suggestion is to allow a uniform increase of so many dollars per month to each worker. This is the policy England has pursued, as is shown in Appendix I of this report. It has the advantage of simplicity; but to our minds it fails primarily in drawing the distinction between those whose need is greatest and those who have largest leeway for sacrifice. To make a uniform wage increase of, say, \$20 per month, would increase the railroad budget by nearly five hundred million dollars a year. It would be a boon to many whose wages are low, but in its uniformity, it would fail to adapt itself to the varying needs of those whom it is intended to serve.

We have had a most exhaustive study made of the cost of living, today, as contrasted with the cost of living in the latter part of 1915, when by the reaction of the European war the American people first felt keenly the increase in the burdens of life and the need for higher wages. This study has been made without reference, primarily, to those quite thorough investigations which have been carried on by the Department of Labor, other governmental, and many private agencies. And to our minds it conclusively establishes two things, (1) that the cost of living has increased disproportionately among those of small incomes, and (2) that there is a point up to which it is



REPORT OF THE RAILROAD WAGE COMMISSION

essential that the full increased cost shall be allowed as a wage increase, while from this point on the increase may be gradually diminished. (See Appendix II.)

This study of the cost of living was not made from paper statistics exclusively, by the gathering of prices and comparisons of theoretical budgets. It was in no inconsiderable part an actual study from life, one of the most interesting and valuable groups of figures having been gathered by the newspapers of the country, by interviews with those of the working class, and the inspection of their simple books of accounts. Roughly, it may be said that the man who received \$35 a month on January 1, 1916 now needs 40 per cent additional to his wage to give him the same living that he had then. Below that wage a larger percentage must be allowed, because the opportunity for substitution and other methods of thrift decline almost to a vanishing point, while above that wage a growing proportion of the increase will go to those things essential to cultured life, but non-essential to actual living.

In fairness, therefore, a sufficient increase should be given to maintain that standard of living which had obtained in the pre-war period, when, confessedly, prices and wages were both low. And upon those who can best afford to sacrifice should be cast the greater burden.

Another argument that is compelling as against the

REPORT OF THE RAILROAD WAGE COMMISSION

uniform increase in existing wages is the unalterable fact that to give an equal amount, now, to all, would be giving to some a double increase, that which they had received from the railroads during the last two years, and that which the government might award. For not all of the railroads made increases to the same classes, and no two made awards in the same percentages, even within the same groups of employments. The line of increases drawn upon a chart looks like a deeply serrated mountain chain. To add to all, uniformly, would be but to accentuate the inequalities resulting from the promptness of some roads as against the backwardness of others in meeting their workmen's needs.

There is high authority for saying that "to him that hath, shall be given, but from him that hath not shall be taken away even that which he hath". This dictum as to the way of the world we take to have been the recognition of a fact, not the endorsement of an ideal. And the plan we recommend is an expression of the reverse policy. We take from no man that which he hath, insuring him as much as he has now (for no wages are to be lowered), but we would add materially to the fund of those who have least. And of these there are many. It has been a somewhat popular impression that railroad employees were among the most highly paid workers. But figures gathered from the railroads disposed of this belief. Fifty-one per cent of all employees during December 1917 received \$75 per month or less.

REPORT OF THE RAILROAD WAGE COMMISSION

And eighty per cent received \$100 per month or less. Even among the locomotive engineers, commonly spoken of as highly paid, a preponderating number receives less than \$170 per month, and this compensation they have attained by the most compact and complete organization, handled with a full appreciation of all strategic values. Between the grades receiving from \$150 to \$250 per month, there is included less than three per cent of all the employees (excluding officials) and these aggregate less than sixty thousand men out of a grand total of two million. (See Appendix III.)

The greatest number of employees, on all the roads, fall into the class receiving between \$60 and \$65 per month - 181,693; while within the range of the next ten dollars in monthly salary there is a total of 312,761 persons. In December 1917 there were 111,477 clerks receiving annual pay of \$900 or less. In 1917 the average pay of this class was but \$56.77 per month. There were 270,855 sectionmen whose average pay as a class was \$50.31 per month; 121,000 other unskilled laborers whose average pay was \$58.25 per month; 130,075 station service employees whose average pay was \$58.57 per month; 75,325 road freight brakemen and flagmen whose average pay was \$100.17 per month; and 16,465 road passenger brakemen and flagmen whose average pay was \$91.10 per month. (See Appendices III and IV).

These, it is to be noted, are not pre-war figures; they represent conditions after a year of war, and two years of

REPORT OF THE RAILROAD WAGE COMMISSION

rising prices. And each dollar now represents in its power to purchase a place in which to live, food to eat, and clothing to wear, but 71 cents as against the 100 cents of January 1, 1916. That there has been such steadfast loyalty to the railroads, and so slight a disposition to use the lever of their necessity and their opportunity to compel, by ruthless action, an increase of wages, is not without significance and should not be passed without public recognition.

With the various conditions which have been detailed all in mind, the Commission has reached the conclusion that the fairest method of dealing with the problem of wage increases is to award increases on the following scale:

REPORT OF THE RAILROAD WAGE COMMISSION

1	2	3	4
To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in this Column	Add the Percent Named in This Column	Equiva- lent to Amount Named in This Column	Making New Rate Per Month as Shown in This Column
Under \$46	-	\$20.00	-
46.01 to 47	43	20.21	67.21
47.01 to 48	43	20.64	68.64
48.01 to 49	43	21.07	70.07
49.01 to 50	43	21.50	71.50
50.01 to 51	42.35	21.60	72.60
51.01 to 52	41.73	21.70	73.70
52.01 to 53	41	21.73	74.73
53.01 to 54	41	22.14	76.14
54.01 to 55	41	22.55	77.55
55.01 to 56	41	22.96	78.96
56.01 to 57	41	23.27	80.37
57.01 to 58	41	23.78	81.78
58.01 to 59	41	24.19	83.19
59.01 to 60	41	24.60	84.60
60.01 to 61	41	25.01	86.01
61.01 to 62	41	25.42	87.42
62.01 to 63	41	25.83	88.83
63.01 to 64	41	26.24	90.24
64.01 to 65	41	26.65	91.65
65.01 to 66	41	27.06	93.06
66.01 to 67	41	27.47	94.47
67.01 to 68	41	27.88	95.88
68.01 to 69	41	28.29	97.29
69.01 to 70	41	28.70	98.70
70.01 to 71	41	29.11	100.11
71.01 to 72	41	29.52	101.52
72.01 to 73	41	29.93	102.93
73.01 to 74	41	30.34	104.34
74.01 to 75	41	30.75	105.75

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

*REPORT OF THE RAILROAD WAGE COMMISSION*

1	2	3	4
To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in This Column	Add the Percent Named in This Column	Equiva- lent to Amount Named in This Column	Making New Rate Per Month as Shown in This Column
\$75.01 to 76	41	\$31.16	\$107.16
76.01 to 77	41	31.57	108.57
77.01 to 78	41	31.98	109.98
78.01 to 79	41	32.39	111.39
79.01 to 80	40.87	32.70	112.70
80.01 to 81	40.44	32.75	113.75
81.01 to 82	40	32.80	114.80
82.01 to 83	40	33.20	116.20
83.01 to 84	40	33.60	117.60
84.01 to 85	40	34.00	119.00
85.01 to 86	39.36	33.85	119.85
86.01 to 87	38.74	33.70	120.70
87.01 to 88	38.13	33.55	121.55
88.01 to 89	37.53	33.40	122.40
89.01 to 90	36.95	33.25	123.25
90.01 to 91	36.38	33.10	124.10
91.01 to 92	35.82	32.95	124.95
92.01 to 93	35.27	32.80	125.80
93.01 to 94	34.74	32.65	126.65
94.01 to 95	34.22	32.50	127.50
95.01 to 96	33.70	32.35	128.35
96.01 to 97	33.20	32.20	129.20
97.01 to 98	32.71	32.05	130.05
98.01 to 99	32.23	31.90	130.90
99.01 to 100	31.75	31.75	131.75
100.01 to 101	31.29	31.60	132.60
101.01 to 102	30.84	31.45	133.45
102.01 to 103	30.39	31.30	134.30
103.01 to 104	29.96	31.15	135.15
104.01 to 105	29.53	31.00	136.00

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

REPORT OF THE RAILROAD WAGE COMMISSION

1	2	3	4
To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in This Column	Add the Percent Named in This Column	Equiva- lent to Amount Named in This Column	Making New Rate Per Month As Shown in This Column
\$105.01 to 106	29.11	\$30.85	\$136.85
106.01 to 107	28.70	30.70	137.70
107.01 to 108	28.29	30.55	138.55
108.01 to 109	27.89	30.40	139.40
109.01 to 110	27.50	30.25	140.25
110.01 to 111	27.12	30.10	141.10
111.01 to 112	26.74	29.95	141.95
112.01 to 113	26.38	29.80	142.80
113.01 to 114	26.01	29.65	143.65
114.01 to 115	25.66	29.50	144.50
115.01 to 116	25.31	29.35	145.35
116.01 to 117	24.96	29.20	146.20
117.01 to 118	24.62	29.05	147.05
118.01 to 119	24.29	28.90	147.90
119.01 to 120	23.96	28.75	148.75
120.01 to 121	23.64	28.60	149.60
121.01 to 122	23.32	28.45	150.45
122.01 to 123	23.01	28.30	151.30
123.01 to 124	22.70	28.15	152.15
124.01 to 125	22.40	28.00	153.00
125.01 to 126	22.11	27.85	153.85
126.01 to 127	21.81	27.70	154.70
127.01 to 128	21.53	27.55	155.55
128.01 to 129	21.24	27.40	156.40
129.01 to 130	20.96	27.25	157.25
130.01 to 131	20.69	27.10	158.10
131.01 to 132	20.42	26.95	158.95
132.01 to 133	20.15	26.80	159.80
133.01 to 134	19.89	26.65	160.65
134.01 to 135	19.63	26.50	161.50

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

REPORT OF THE RAILROAD WAGE COMMISSION

1	2	3	4
To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in this Column	Add The Percent Named in this Column	Equiva- lent to Amount Named in this Column	Making New Rate Per Month as Shown in this Column
\$135.01 to 136	19.38	\$26.35	\$162.35
136.01 to 137	19.13	26.20	163.20
137.01 to 138	18.88	26.05	164.05
138.01 to 139	18.64	25.90	164.90
139.01 to 140	18.39	25.75	165.75
140.01 to 141	18.16	25.60	166.60
141.01 to 142	17.92	25.45	167.45
142.01 to 143	17.69	25.30	168.30
143.01 to 144	17.47	25.15	169.15
144.01 to 145	17.24	25.00	170.00
145.01 to 146	17.02	24.85	170.85
146.01 to 147	16.80	24.70	171.70
147.01 to 148	16.59	24.55	172.55
148.01 to 149	16.38	24.40	173.40
149.01 to 150	16.17	24.25	174.25
150.01 to 151	15.96	24.10	175.10
151.01 to 152	15.76	23.95	175.95
152.01 to 153	15.56	23.80	176.80
153.01 to 154	15.36	23.65	177.65
154.01 to 155	15.16	23.50	178.50
155.01 to 156	14.97	23.35	179.35
156.01 to 157	14.78	23.20	180.20
157.01 to 158	14.59	23.05	181.05
158.01 to 159	14.40	22.90	181.90
159.01 to 160	14.22	22.75	182.75
160.01 to 161	14.04	22.60	183.60
161.01 to 162	13.86	22.45	184.45
162.01 to 163	13.68	22.30	185.30
163.01 to 164	13.51	22.15	186.15
164.01 to 165	13.33	22.00	187.00

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.



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1	2	3	4
To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in this Column	Add the Percent Named in this Column	Equiva- lent to Amount Named in this Column	Making New Rate Per Month as Shown in this Column
165.01 to 166	13.16	21.66	187.85
166.01 to 167	13.00	21.70	188.70
167.01 to 168	12.83	21.55	189.55
168.01 to 169	12.68	21.40	190.40
169.01 to 170	12.50	21.25	191.25
170.01 to 171	12.34	21.10	192.10
171.01 to 172	12.18	20.95	192.95
172.01 to 173	12.02	20.80	193.80
173.01 to 174	11.87	20.65	194.65
174.01 to 175	11.71	20.50	195.50
175.01 to 176	11.56	20.35	196.35
176.01 to 177	11.41	20.20	197.20
177.01 to 178	11.26	20.05	198.05
178.01 to 179	11.12	19.90	198.90
179.01 to 180	10.97	19.75	199.75
180.01 to 181	10.83	19.60	200.60
181.01 to 182	10.69	19.45	201.45
182.01 to 183	10.55	19.30	202.30
183.01 to 184	10.41	19.15	203.15
184.01 to 185	10.27	19.00	204.00
185.01 to 186	10.14	18.85	204.85
186.01 to 187	10.00	18.70	205.70
187.01 to 188	9.87	18.55	206.55
188.01 to 189	9.74	18.40	207.40
189.01 to 190	9.61	18.25	208.25
190.01 to 191	9.48	18.10	209.10
191.01 to 192	9.35	17.95	209.95
192.01 to 193	9.22	17.80	210.80
193.01 to 194	9.10	17.65	211.65
194.01 to 195	8.97	17.50	212.50

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

REPORT OF THE RAILROAD WAGE COMMISSION

1	2	3	4
To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in This Column	Add the Percent Named in This Column	Equiva- lent to Amount Named in This Column	Making New Rate Per Month as Shown in This Column
\$195.01 to 196	8.85	\$17.35	\$213.35
196.01 to 197	8.73	17.20	214.20
197.01 to 198	8.61	17.05	215.05
198.01 to 199	8.49	16.90	215.90
199.01 to 200	8.375	16.75	216.75
200.01 to 201	8.26	16.60	217.60
201.01 to 202	8.14	16.45	218.45
202.01 to 203	8.03	16.30	219.30
203.01 to 204	7.92	16.15	220.15
204.01 to 205	7.80	16.00	221.00
205.01 to 206	7.69	15.85	221.85
206.01 to 207	7.58	15.70	222.70
207.01 to 208	7.48	15.55	223.55
208.01 to 209	7.37	15.40	224.40
209.01 to 210	7.26	15.25	225.25
210.01 to 211	7.16	15.10	226.10
211.01 to 212	7.06	14.95	226.95
212.01 to 213	6.95	14.80	227.80
213.01 to 214	6.85	14.65	228.65
214.01 to 215	6.74	14.50	229.50
215.01 to 216	6.64	14.35	230.35
216.01 to 217	6.54	14.20	231.20
217.01 to 218	6.445	14.05	232.05
218.01 to 219	6.35	13.90	232.90
219.01 to 220	6.25	13.75	233.75
220.01 to 221	6.15	13.60	234.60
221.01 to 222	6.06	13.45	235.45
222.01 to 223	5.96	13.30	236.30
223.01 to 224	5.87	13.15	237.15
224.01 to 225	5.78	13.00	238.00

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

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1	2	3	4
To the Monthly Rate of Pay of Men Receiving in December, 1915, the Amounts Named in This Column	Add the Percent Named in This Column	Equiva- lent to Amount Named in This Column	Making New Rate Per Month As Shown in This Column
225.01 to 226	5.69	12.85	238.85
226.01 to 227	5.595	12.70	239.70
227.01 to 228	5.50	12.55	240.55
228.01 to 229	5.415	12.40	241.40
229.01 to 230	5.33	12.25	242.25
230.01 to 231	5.24	12.10	243.10
231.01 to 232	5.15	11.95	243.95
232.01 to 233	5.065	11.80	244.80
233.01 to 234	4.98	11.65	245.65
234.01 to 235	4.89	11.50	246.50
235.01 to 236	4.81	11.35	247.35
236.01 to 237	4.73	11.20	248.20
237.01 to 238	4.64	11.05	249.05
238.01 to 239	4.56	10.90	249.90
239.01 to 240		10.00	250.00
240.01 to 241		9.00	250.00
241.01 to 242		8.00	250.00
242.01 to 243		7.00	250.00
243.01 to 244		6.00	250.00
244.01 to 245		5.00	250.00
245.01 to 246		4.00	250.00
246.01 to 247		3.00	250.00
247.01 to 248		2.00	250.00
248.01 to 249		1.00	250.00
249.01 to 250		.00	250.00

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in Column 4. The roads will substitute for the "old rates" of December 1915 scheduled in Col. 1 the "new rates" listed in Col. 4.

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In applying the increases prescribed in the preceding tables to the wages of men paid on a monthly basis, the roads will substitute for each group of monthly wages of 1915, as listed in Column 1, the amount named in Column 4, on the same line.

The inclusion of the percentages contained in Column 2 is merely to explain the method of arriving at the amounts contained in Column 3, which added to the maximum amount for each group named in Column 1 produces the "new rate per month" shown in Column 4, on the same line.

## REPORT OF THE RAILROAD WAGE COMMISSION

Application of these new wages to the present payrolls of the railroads, as nearly as may be, indicates that the net wage increases granted will approximate \$300,000,000 a year. The magnitude of this amount is not staggering when the whole expenditure for wages on the railroads is considered. And whatever its effect upon the mind may be, we regard such an expenditure as necessary for the immediate allaying of a feeling that cannot be wisely fostered by national inaction, and as not one dollar more than justice at this time requires. It will make hard places smoother for many who are now in sore need. It gives no bounty. It is not a bonus. It is no more than an honorable meeting of an obligation.

### APPLICATION OF THE SCALE

These increases are to be applied to the rates of wages in effect on December 31, 1915. They do not represent a net increase at this time. Because our figures as to the increase of living costs have been gathered with reference to the two year period, January 1916 - April 1918, the wage increases are reckoned with respect to the same dates. The telegrapher who holds the same position today that he did the last day of December, 1915, and who then received \$75 a month and has received no increase since, will receive an additional wage of \$30.75 per month. If he has received an increase in these two years of \$10 per month,

REPORT OF THE RAILROAD WAGE COMMISSION

the recommended increase of his wage will be cut down by that much, making his net advance \$20.75. The section hand who on December 31, 1915 received a wage of \$50 per month will receive an increase of \$21.50 per month, less whatever his monthly wage as section man may have been advanced in the intervening two years.

In the application of the scale the wage runs with the place. If in the past two years an employee has been promoted, his new wage is based upon the rate of increase applicable to the new schedule governing the new place.

Reductions in hours are not to be regarded as increases in pay. This rule is made necessary - first, by its justice, for it is not to be contemplated that hours are reduced to decrease earnings; and, second, by the impracticability of applying any other rule. In some cases the decrease in daily hours did effect an increase in total wages paid, by reason of overtime, but in other cases, where the railroads adjusted themselves to an eight- or a nine-hour day, there was no increase in the monthly compensation. To differentiate between these cases would be an interminable task. Moreover, we assume the good faith of all reductions in hours as being what they pretend to be.

There are some few cases where the roads, by

REPORT OF THE RAILROAD WAGE COMMISSION

reason of abnormal conditions, largely local, and arising out of the extreme competition in certain trades, have granted wage increases which will well nigh cover, if not altogether cover, the increases here made. As to those who have received such increases, we advise no other course than that the scale be adhered to, for it has its foundation in principle and not in the compelling force of any unusual competitive conditions. In no event, however, should there be any reduction in wages from those now obtaining.

The railroads must, however, maintain their complement of workers, and if, by meeting fairly, as here, the needs of the time, this end cannot be secured, there must be allowed play for other forces than those we have recognized.

In the application of the scale, that percentage of increase is to be applied which is awarded to the normal time wages paid to the individual in each position in the railroad service on December 31, 1915. There are, however, employees of certain classes, and upon a number of roads, whose wages are paid upon a piecework basis, and there are also numbers of employees on practically all the roads whose hours of service at times run beyond the straight hours of service established for a day's work of the kind they perform. A practical plan for wage increases, in harmony with the scale, has been devised for application to piecework wages and wages for recognized overtime. (See Appendix V.)

REPORT OF THE RAILROAD WAGE COMMISSION

While the method of inoreasing wages here devised is manifestly one of simplicity when applied to the straight schedules of hourly, daily or monthly pay, we have found much difficulty in adapting the plan to the elaborate and intricate schedules of the trainmen, from which there is apparently no desire on the part of the railroad operators or the trainmen to depart. This, however, we have succeeded in doing in such manner as to translate the inoreases into mileage rates, thus maintaining the existing schedules relating to the method of pay. Accepting the average monthly earnings of employees in the train and engine service for the fiscal year ended 1915 as accurately reflecting the rates paid to those classes, we have adopted, as the percentage of inorease to be applied to the mileage rates obtaining for the several classes of trainmen, that percentage of inorease which is awarded to employees generally whose earnings are equal to the average earnings of each of the several classes of trainmen. Thus, in the case of road passenger engineers, their average earnings in 1915 were \$178.46. The individual employee in any other branch of the railroad service whose monthly wage is \$178.46 will receive a wage inorease of  $11\frac{1}{4}$  per cent, and the road passenger engineers as a class will receive an inorease of  $11\frac{1}{4}$  per cent in their existing mileage rates. And the same method obtains for each of the classes of trainmen paid on the mileage basis. (See Appendix VI.)



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HOURS OF SERVICE

At the outset of the hearings it was manifest that the matter of hours of service is lodged deep in labor's mind. A standard day of reasonably limited length is as much a part of the measure of justice with the workingman as is his rate of wage.

Slowly and steadily, by force of law somewhat, but also by the voluntary act of the employers, a shorter work day is being put into effect. This tendency will continue, and the shorter day will come to be regarded, not as a means of minimizing the returns which the worker gains, but as a conserver of the human material upon which industry rests. This matter of work-time must be submitted to the pragmatic test. Society will come to see that there is a maximum which is beyond the plimsoll mark of wisdom, and a minimum that makes society in many ways the sufferer. The line of moderation, the medial line, is one that must be proved by experience. The wise employer will look with sympathetic eye to find it, and the wise employee will attempt in good faith to make it manifest. It would be a splendid achievement if we could at this time crystallize the experience of the world into a conclusion concerning the length of the work day that would be of universal application. But this is not possible now, for many reasons, not the least of which is an insufficiency of data touch-

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REPORT OF THE RAILROAD WAGE COMMISSION

ing so many and such diverse employments which call for such differing strains upon human nerves and muscles.

This, moreover, is not the time, in the judgment of the Commission, to make experiments which might lessen the output of that commodity which railroad men produce - tons of freight hauled, and numbers of passengers carried. The one thing now imperative is volume of and speed in railroad output. Since the Commission's work began, as before, our needs as a nation, and the vital needs of those nations with whom we are allied, have been imperilled by the shortcomings of our transportation system. There is no one who wishes to risk a repetition of this condition. On the contrary, all desire that naught shall be done which will make it likely.

The railroad employees have asked for the shorter day, saying frankly that they did not wish an increased rate for overtime save as a means of compelling the observance of shorter hours - a penalizing of the employers for too long a work day. At this time, however, when urgent and serious necessity compels sacrifice from all, to penalize the Government for working its men as long as they have been in the habit of working under their private employers, the railroad companies, is to take advantage of the two-fold embarrassment of the Government - its need for the work and its inability to call in outside men. The Commission

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does not believe that the railroad employees really want thus to hamper the transportation facilities of the country in its hour of need.

Manifestly, therefore, at this time, when men must be constantly taken from the railroads, as from all other industries, to fill the growing needs of the nation's army, hours of labor cannot be shortened and thereby a greater number of men be required for railroad work. The nation cannot, in good faith, call upon the farmers and the miners to work as never before and press themselves to unusual tasks, and at the same time so shorten the hours of railroad men as to call from farm and mine additional and unskilled men to run the railroads. While the Commission is strongly disposed to a standard day, in so far as the nature of the service will permit it, its firm judgment consequently is that the existing hours of service in effect on the railroads should be maintained for the period of the war.

But with this we earnestly urge that a most exhaustive study be made of this matter of hours of service, not with a view to the adoption of some arbitrary and universal policy which shall have no regard to the kind of work done, or to the effect upon the railroad service, but with these very considerations in mind. And we have gone into this matter far enough to justify to ourselves the belief that by the steady application of

## REPORT OF THE RAILROAD WAGE COMMISSION

such sympathetic consideration, the railroad service may be improved, and at the same time fuller opportunity be given for lifting a burden that falls disproportionately upon some of the less favored of the railroad workers. The foundation for such a study may be found in the charts constituting Appendix VII. of this report.

### OVERTIME PAY

Glosely allied to the matter of hours of service is that of extra pay for overtime. In fact, the whole theory of those who speak for labor is that extra pay for overtime is the logical way to force the standard day of reasonable hours with no work thereafter. In that theory there may or may not be force; but quite apart from such view, certain it is that in harmony with the broader idea that fair hours of rest and recreation are the laborer's right the use of those hours in industry may well be obtained only at a wage much above the normal. With overtime as with hours of service, however, the Commission believes that the existing rules and conditions of payment should not be disturbed during the period of the war. But at the time when the study of the matter of hours of service is made, that study must sympathetically cover also the broad and kindred field of compensation for the overtime which is necessary in certain classes of service.

## REPORT OF THE RAILROAD WAGE COMMISSION

### APPRENTICES

Organized labor realizes that at a time when men are being speeded up in the colleges by being given special courses in chemistry and other scientific subjects necessary for war work, the rules of inhibition touching the term of apprentices must be liberalized so that those who are competent shall the more quickly be enabled to place their full skill at the nation's service. It is the view of the Commission that the full measure of the increases herein suggested shall go only to those above 21 years of age, and that those from 18 to 21 years shall have three-fourths of such increases, and those under 18, one-half of such increases. This rule, however, might well be modified to this extent, that if apprentices are graduated into the full status of Journeymen before they have reached 21 years, they shall have the full pay of this new status.

### FLOATING EQUIPMENT EMPLOYEES

This award shall be construed to apply to employees of railroads operating ferries, tugboats, lighters, barges and any other floating equipment operated as terminal or transfer facilities, but shall not be construed as applying to railroad employees on, or in connection with the operation of, cargo and passenger carrying equipment on lakes, rivers or in coastwise or ocean traffic.

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WAGE ADJUSTMENTS BY OTHER BOARDS

The award of the Commission shall not be applicable to those employees whose compensation is the result of adjustments by or through any agency established for the purpose by the Navy Department, the War Department, the Department of Commerce, the United States Shipping Board, or any other Government agency created since the entry of the United States into the war.

EFFECTIVE DATE OF INCREASES

The wage increases provided for in the scale shall be effective as of January 1, 1918, and are to be paid to all who were then in the railroad service or who have come into such service since and remained therein, according to the time served. The proper ratable amount shall also be paid to those who have been for any reason since January 1, 1918 dismissed from the service, but shall not be paid to those who have left it voluntarily because remaining in the service was the consideration of the promise to make the increases effective from the date mentioned. Men who have left the railroads to enter the army or navy shall be entitled to the pro rata increases accruing on their wages up to the time they left, as they have continued in the service of the nation. The same rule shall apply to those who have passed from one branch of the railroad service or from one road to an-

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other.

The increases as to the employees of any road shall be effective only from the time the railroads were taken over by the Government.

EMPLOYMENT OF WOMEN

The employment of women is one of the important problems confronting those in charge of the actual operation of the railroads. Up to the time of the abnormal demand for labor created by the European war, women were not extensively employed by the railroads except as stenographers and clerks in the offices, and as charwomen, car washers and cleaners, and other employments of like character. Since the war they have entered the shops, have engaged in handling freight and baggage, and have even been employed upon the tracks. Much of this work requires a physical effort beyond the strength of women, and some of it is carried on under conditions menacing to health, safety and morals.

The labor in our shops and elsewhere must be diluted as the war takes to itself an increasing number of men. Women must, to some degree, take these places. They should be cared for. Their burden should not be such as to hazard their health. Their hours should be reasonably short. Their working conditions should be healthful and fitted to their needs. And

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REPORT OF THE RAILROAD WAGE COMMISSION

their pay, when they do the full work of men, should be the same as that of men.

Nearly all the states have laws which restrict the hours of service of women. The exigency of war work is not so great that the railroads should be permitted to employ women except under the restrictions of those laws and in classes of service comprehended by them unless the restrictions prescribed by the laws are extended to the service and all proper moral and sanitary surroundings are provided.

**DISCRIMINATION AGAINST EMPLOYEES**

The investigation of the Commission disclosed many inequalities of pay in the same branch of service, not only as between different sections of the country but in the same section. The attention of the railroad managers should be directed to these inequalities, with a view to removing them whenever the discrimination is not justified by differences in the efficiency of the labor, the cost of living, or other conditions legitimately affecting the rate of wages. In every case where the same service is rendered there should be the same pay without regard to sex or race.

Members of organizations and non-members must stand upon the same footing. In some branches of the service,



## REPORT OF THE RAILROAD WAGE COMMISSION

and this is peculiarly true of those least paid, there are no organizations, or if any, they are limited in their membership and restricted in their locality. But whether organized or unorganized, the purpose must be duly to consider every branch of the service and to accord fair treatment to all.

### **SALARIES OF OFFICIALS**

In carrying out the direction to the Commission to "make a general investigation of the compensation of persons in the railroad service", the investigation obviously included a consideration of the compensation of those persons who are classed as officials. The Commission, therefore, by an individual "questionnaire" which all officials were required to answer, and also by a report obtained from each railroad, secured the names of all persons receiving a compensation of \$5,000 and upwards, together with a full statement of the services performed by each of them.

The total compensation for the year ending December 31, 1917 paid to such officials is approximately \$30,000,000. The individual salaries varied from \$5,000 to \$100,000. It is reasonably certain from the facts gathered by the Commission that a substantial readjustment of such salaries may be made and the efficient operation of the railroads promoted thereby. Such readjustment of salaries, however, presents an individual proposi-

## REPORT OF THE RAILROAD WAGE COMMISSION

tion as applicable to each official. Some salaries may well be abolished altogether, others greatly reduced, while in some cases of lesser paid officials an increase would be warranted.

The Commission recommends that during the period of Government conduct of the railroads, no salaries paid to officials who are not essential to the operation of the roads shall be charged as part of the operating expenses, and that a careful study be made of the proper relation between the salaries of the higher officials and those of their subordinates with a view to readjustments in the interest of the highest efficiency of the service.

### PERMANENT WAGE TRIBUNALS

There should be constituted a tribunal or tribunals to continue the study of railroad labor problems, composed in part at least, of men experienced in this kind of work, for as to these problems there can be no finality. Conditions are ever changing and new adjustments must from time to time be made, and there should always be an existing tribunal authorized to take present appropriate action. Many complaints have been made to us by individuals and groups of men which it was impossible for us to investigate, and which should be investigated and redress afforded if the complaints are well founded. Among these are differences of pay where there are no, or only negligible, differ-

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ences in the services rendered. Conditions of employment are described which, if the descriptions be true, demand amelioration. A commission for each of the general divisions of the railroad system would undoubtedly be fully occupied for a long time in dealing with such matters. In the meantime, the managers or other officials operating the several roads could do much to improve the situation by dealing with the conditions on their respective roads.

It would be impossible to magnify the importance of the American system of railroads in the conduct of this war. The country is vast, and has been developed upon a plan which makes each section dependent upon all others. In no other one particular are we so truly interdependent as in our industrial life. No one section lives to itself alone, and none of our great industries draws its materials from the vicinage or finds its markets near at hand. In a word, our industries are national in an uncommon sense. The steel that is fabricated into a shell in Pennsylvania comes from Minnesota, and the copper from Montana. The spruce struts that support the wings of our aeroplanes grow in Oregon, while the cotton which covers the wings comes from the south. These will serve to make clear how entire is our dependence upon the railroads and those who operate them.

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That England should want for bread because American railroad equipment was unwisely distributed, or unnecessarily immobile, is a thing not to be explained to the Englishman, who regards our system of railroads and our method of railroading as the model for the world, excelling either public or private systems elsewhere.

For our needs and for our pride this standard of superiority must be maintained, and to this end no other one thing will so greatly conduce as wisdom and justness in dealing with the actual workers on the roads. What has been here done is perhaps all that can be done now. The spirit which prompted the Commission should not be permitted to languish or to flatten out into expansive inefficiency. The labor problem is never one exclusively of wages or hours. When it does become no more, then the human element has gone out of the management, it has become too remote in space or in spirit to make good. The table of wage increases presented in this report we urge should be construed in the largest spirit of liberality, so as to draw forth from the men a recognition of that sense of reciprocity which it speaks - good wages for good service. The policy comes from above; its sympathetic application must be left to those below.

We desire in closing this report to express our most sincere appreciation of the services rendered to the Commis-

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sion by Frederick W. Lehmann, as Counsel; by William A. Ryan,  
as Secretary; by Edward J. Barcalo, Riley L. Redpath and Lathrop  
Brown, as the Board of Examiners; and by William A. Hathaway,  
J. C. Bowen, Charles P. Neill, Fred A. Burgess, A. O. Wharton  
and C. W. Hillman, as Special Statisticians.

Respectfully submitted:

*Miner K. Lane*  
*Leicester Board*  
*Harry Corington*  
*William R. Willcox -*

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APPENDIX I

French and British  
Railroad Wage Adjustments

Special Statistician W. A. Hathaway,  
at the instance of the Commission, made a  
study of the methods adopted by the British  
and French Governments to adjust the wages  
of railroad employees to meet the war emer-  
gencies. His report is hereto appended.



REPORT OF THE RAILROAD WAGE COMMISSION

RAILWAYS IN GREAT BRITAIN DURING THE WAR

GOVERNMENT CONTROL. LABOR AND WAGES

(Prepared under the direction of  
W. A. Hathaway, Mch. 12, 1918).





REPORT OF THE RAILROAD WAGE COMMISSION

March 18, 1918.

This report contains a brief  
summary of such phases of British railway  
experience during the war as it is believed  
will be of special interest in connection  
with the inquiry of the Railroad Wage Com-  
mission. The summary has been prepared  
from the information immediately available.

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### CONDITIONS OF GOVERNMENT CONTROL OF RAILWAYS.

The legislation under which the British Government was empowered to assume control of the railway systems of the country was in existence many years before the beginning of the war. The Civil War in the United States had shown the value of railways for military purposes; and the Franco-Prussian war proved conclusively that railways were absolutely essential to the conduct of all military operations. The lesson of this war was immediately recognized by Great Britain, and in 1871 the Regulation of the Forces Act was passed. Although minor legislation had previously been enacted as to the regulation of the railways to military needs, and although a small number of relatively unimportant laws were subsequently passed, the Regulation of the Forces Act of 1871 was the fundamental legislation which provided for Government control of Railways for military purposes. Section 16 of this Act authorized the secretary of state, in any emergency in which it might be expedient that the Government have control over the railroads of the United Kingdom, to empower any person or persons to take possession "of any railroad in the United Kingdom and of the plant belonging thereto, or of any part thereof"; and it was under the provisions of this Section of the Act that on August 4, 1914, the King, by order in council, declared that the Government was to assume control of the railroads in Great Britain, this control to be "exercised through an Executive Committee, composed of General Managers of Railways, which has been formed for sometime, and has prepared plans with a view to facilitating the working of these provisions of the Act". Since the outbreak of the war, orders have been issued under this existing pre-war legislation, but no additional legislation has been necessary; and the railways have been administered for the Government, but not by the Government, through a Railway Executive Committee, the organization and composition of which was provided by this pre-war legislation. This Committee is made up of the general managers of 14 railways, representing about three-fourths of the entire steam railway mileage in Great Britain. The members of this Committee, however, have also continued to act as general managers of their own systems; the general personnel of each railroad has been retained as far as possible; and the routine of operation has proceeded along much the same lines as before the outbreak of hostilities.

The Act of 1871 provided that Government control should remain in force for one week at a time only, but could be prolonged from week to week so long as the emergency continued, so

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that in practice it has been necessary to renew each week the order by which Government control was established.

In regard to the financial questions involved in the establishment of Government control, Section 16 of the Regulation of the Forces Act of 1871 contained the following provisions:

"There shall be paid to any person or body of persons whose railroad or plant may be taken possession of in pursuance of this section, out of moneys to be provided by Parliament, such full compensation for any loss or injury they may have sustained by the exercise of the powers of the secretary of state under this section as may be agreed upon between the said secretary of state and the said person or body of persons, or, in case of difference, may be settled by arbitration."

To determine the compensation which these provisions stipulated was to be paid to the railroads in case of Government control, it was not necessary to resort to arbitration, the basis of compensation being fixed by means of a mutual agreement between the Government and the railways. According to the terms of this agreement, the railways placed their organizations unreservedly at the command of the military authorities for the transportation of troops and of military equipment and supplies, and further provided that military traffic should be given priority over all other traffic. It was agreed that the Government would not pay the railroads for any military traffic, as such; but the Government agreed to pay each railroad at certain periodical intervals (monthly) an amount which would be sufficient to bring its net income for the period to an amount equal to the net income for the corresponding period of the calendar year 1913 - that is, the Government guaranteed to maintain the net income of each road at the same amount as in the year 1913, a year in which the net income of the railroads was the greatest ever recorded - with the qualification (added later) that the amounts so paid by the Government to the railroads during the last five months of the year 1914 would be sufficient to make the net income for the whole year of 1914 equal to the net income for the whole year 1913. On the other hand, if any railroad earned a net income greater than that earned during the corresponding period of the year 1913, it was required to turn the excess over to the Government. For the purpose of this agreement, "net income" meant the total revenue derived from railroad and subsidiary transportation operations, less expenses of operation and taxes; that is, the net income before the deduction of interest, fixed charges and dividends. Later this definition was modified so that the Government would bear a 4% interest charge on all capital invested in new railway property since August, 1914. This agreement was to continue as long as the Government exercised

## REPORT OF THE RAILROAD WAGE COMMISSION

control over the railroads in accordance with the provisions of the Regulation of the Forces Act of 1871.

Under the operation of this agreement the Government has paid the railroads from 5% to 10% of their normal pre-war revenues, whereas the amount of Government traffic handled by the railroads during the war has undoubtedly been considerably in excess of 10% of their total traffic.

Since railroad control was assumed by the Government, there has been little increase in freight rates; but passenger rates soon began to be increased through the abolition of various forms of reduced rates, while on January 1, 1917, all passenger rates were increased 50%.

### Irish Railways.

When the Government took over control of the British railways as provided by the Regulation of the Forces Act, the railway systems of Ireland were not included. For more than two years after the outbreak of the war, these systems continued to be operated and controlled by their own managements; but by the end of 1916 the employees of these systems were insisting upon war bonuses as great as those paid railway employees in Great Britain, and the Irish railroads announced that they could not meet wage increases in competition with the British Government. Failing in an effort to bring about an agreement between the Irish railway managers and their employees, the Government brought the Irish railways under the Government control on January 1, 1917, on practically the same conditions as govern the British railroads. A distinct Railway Executive Committee was established; but the Government agreed to maintain the net incomes of the railways at their normal levels.

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### LABOR, WAGES AND COST OF LIVING.

#### Labor.

Upon the outbreak of the war, many railway workers were immediately drawn into military service as members of territorials or other reserve forces. Employees of all ranks in all parts of the United Kingdom also enlisted in large numbers. The rapid depletion of skilled railway labor was soon such as to jeopardize the efficient operation of the service demanded by military needs. By September, 1914, the Government saw it necessary to notify all recruiting agencies to accept no railway employee who had not obtained the permission of the head of his department to enlist (though this permission was given whenever possible); and the King and members of the Government announced that railway workers were "assisting in the prosecution of the war equally with their comrades serving by land and sea." In a number of instances it was even necessary for the Government to recall skilled railway workers from the front and put them again at their former work. Nevertheless, by the middle of October, some 56,000 railway employees had entered military service, a number which represented almost 10% of the total of some 615,000 railway employees in the country.

The Military Service Act in January, 1916, further complicated the situation. In this Act railway employees were not accorded special consideration, although the officials of the roads were permitted to designate such employees as were considered indispensable to the effective operation of the service. By June, 1916, almost 100,000 men had left the service of the railways for service in the military forces; and this number has risen to at least 150,000 at the present time, that is, nearly 25% of the total number of railway employees prior to the war, and probably 50% of the total number of male employees of military age.

As the number of enlistments grew, the railroads turned to the employment of women to fill the places of the men who had left. Prior to the war, very few women had been employed on the British railways; but the railroad managers soon found that women were suitable and efficient in a wide variety of occupations which had previously

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been confined to men; and women were employed in ever increasing numbers. The trade unions demanded assurances that this employment of women in positions formerly held by men was an emergency measure, and would not prejudicially affect either the wages of the male staff or the undertaking given by the railway companies as to the re-employment, on the conclusion of the war, of the men who had left their employ to serve under the flag. It was also stipulated that the pay of women was to be fixed at the minimum pay of the grades in which they were employed. It is probable that the total number of women now employed on the British railways has reached 100,000.

Wages.

As a result of a threatened strike of railway employees in 1907, an agreement was reached between the railway companies and their employees which provided for the settlement of disputes by conciliation and arbitration through the establishment, for each railroad, of conciliation boards composed of representatives of the employers and representatives of the employees. The working of these boards, however, was not entirely satisfactory; and in August, 1911, there was a general railway strike which succeeded in securing adjustments and advances in railway wages. In the settlement of this strike, the conciliation scheme was somewhat modified, and it was provided that the railwaymen's unions would be entitled to have the scheme discontinued by giving a year's notice any time on or after November 6, 1913.

After the settlement of the strike of 1911, the railway unions adopted an aggressive policy designed to increase their membership and influence; and in 1913, three of the larger unions combined to form the National Union of Railwaymen. The membership of this Union grew very rapidly, and in 1914 it included about 50% of all railway workers in the country. On November 6, 1913, that is, at the earliest moment at which they could do so - the unions informed the railways that on November 6, 1914, they would withdraw from the conciliation scheme and would ask for further wage adjustments. When the war began, negotiations between the railways



## REPORT OF THE RAILROAD WAGE COMMISSION

and the employees were in progress as to the settlement of the form and amount of these adjustments. No agreement had been reached, however; but on October 1, 1914, the railways and the unions agreed to continue the conciliation scheme, subject to abrogation upon six weeks' notice by either party. This agreement constituted the so-called "industrial truce" applying to the railway industry.

By this agreement, however, the employees did not give up their demands for wage increases. During the course of the war there have been five increases in the remuneration of male railway transportation workers, aggregating 21 shillings (\$5.11) per employee a week.\* In the following paragraphs each of these increases is shown separately in chronological order; but in the accompanying Table II they are summarized and an indication is given of the relation they bear to the average compensation of employees before the war. According to available information, the sole ground upon which the employees have demanded increased compensation has been the rise in the cost of living. It will be noted, too, that the increases have been in the form of uniform flat sums applicable to all wage groups, the purpose being that the lowest paid men - that is, the men who needed the increases most - would thereby benefit most. The increases were given at first as "war bonuses"; but before long the "bonus" form of payment became unacceptable to the employees, and in the summer of 1917 the "war bonuses" were converted into wages. The present cost of the increases has been estimated by the Railway Executive Committee at \$160,000,000 a year; but with the exception of one-quarter of the first bonus, which was borne by the railway companies, all the increases have been guaranteed by the Government.

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\* Wages of boys and girls under 18 years of age and special arrangements made by a few individual railway companies or applicable to relatively unimportant grades of employees are omitted.

## REPORT OF THE RAILROAD WAGE COMMISSION

### First Increase.

When the war broke out the unions were demanding an increase of 5 shillings per week for all ranks of employees; and in January, 1915, this demand was repeated. After negotiations with the railway companies, however, on February 13, 1915, an agreement was reached whereby the companies granted -

"A bonus of 3s. per week to be paid to all employees available for duty whose standard rate of wage is under 30s., and 2s. to employees whose standard rate of wage is 30s. or more, the first payment to be made in the week commencing the 15th of February, 1915."

The average bonus was accordingly about 2s. 6d. per week, or about one-half of the amount demanded by the unions.

### Second Increase.

The continued rise in commodity prices soon made the employees feel that this bonus was inadequate; and the unions again asked that a flat increase of 5 shillings per week be given to all employees. On October 16, 1915, the railways agreed to this demand and it was stipulated that, beginning with the week ending October 23, 1915, employees receiving a 2s. bonus would receive an additional bonus of 3s., while employees receiving a 3s. bonus would receive an additional bonus of 2s. The aggregate bonus for all adult male employees thus became 5s. a week. The agreement granting this bonus provided that the unions would not present further wage demands so long as Government control of the railways continued.

### Third Increase.

But the cost of living continued to advance; and in August, 1916, the unions demanded an additional increase of 10s. per week for all employees, this increase being asked as a wage increase rather than a bonus. In the first part of September the railways offered an advance of 3s. per week in addition to the existing bonus of 5s. This offer was unacceptable; and the union railwaymen in South Wales threatened to strike. At conferences between the committee of general managers of the railways and representatives of the unions, however, a compromise was amicably reached, whereby the unions obtained an additional bonus of 5s. per week, instead of a wage advance of 10s. a week, as had been claimed. The additional bonus was to be paid for the week, ending September 16, 1916; and the aggregate bonus became 10s. per week.

## REPORT OF THE RAILROAD WAGE COMMISSION

### Fourth Increase.

Even this bonus failed to be satisfactory for long, however. In March, 1917, the unions again demanded an additional advance of 10s. per week; but in negotiations with the committee of general managers, they agreed to accept one-half of the amount asked. On April 12, 1917, therefore, another agreement was drawn up, under which the railways granted an additional war bonus of 5s. per week, making the aggregate bonus 15s. per week per employee. The revised bonus became effective in the week commencing April 9, 1917.

### Bonus Converted into Wages.

On August 8, 1917, the long-standing demand of the unions that all war bonuses be converted into wages was acceded to; and since then the wage basis for figuring payments for overtime and Sunday work has included the increases granted during the war.

### Fifth Increase.

The employees were still discontented. In October, 1917, the enginemen and firemen applied to the Committee on Production (an arbitration board established by the Government for the settlement of industrial disputes) for additional wages; and in November they were awarded a sum of 5s. a week, bringing their aggregate increase to 20s. The National Union of Railwaymen thereupon applied to the Railway Executive Committee for an increase of 10s. On November 29, 1917, the Railway Executive Committee granted them a wage increase of 6s., and this grant later was extended to apply to all classes. The aggregate wage increases of adult male employees on British railways is, therefore, now 21s. (\$5.11) per employee per week.

## REPORT OF THE RAILROAD WAGE COMMISSION

### Shop Workers.

Railway shop workers were not included among the railway employees to whom the above increases applied; the increases applying to shop workers have been determined independently. In February, 1915, shop workers were given a bonus of 3s. per week. Later this was increased to 4s. for time workers, and 10 per cent. for piece workers. In September, 1916, a further agreement provided that all men employed in railway workshops should receive an additional bonus of 5s. per week. In February, 1917, (for some shop workers) and in April, 1917 (for the remaining shop workers), an additional bonus of 5s. per week was granted; and on August 1, 1917, another advance of 3s. a week became effective, these increases being added to the weekly earnings of piece workers as well as applying to time workers. No positive information as to any later increases is at hand.

### Women.

No demand that war bonuses be granted to women employees (most of whom had entered railway employment after the war began) arose until the second bonus was given men employees in October, 1915. At that time the unions took the claim of the women before the Committee on Production for settlement; but this Committee decided that the claim was not established. No further action was taken until the men applied for a third bonus, when the unions submitted the women's claims to the railways with the result that, beginning with the week ending September 16, 1916, women were granted a war bonus of 3s. per week. In April, 1917, when the men received their fourth bonus, women employees were given an additional bonus of 2s. 6d., making an aggregate bonus of 5s. 6d. a week. On November 9, 1917, a further increase of 3s. was given, the aggregate increase of women railway employees during the war now being 8s. 6d. (\$2.05) a week.

## REPORT OF THE RAILROAD WAGE COMMISSION

### Salaried Employees.

No bonus was given salaried employees until July 1, 1916. On that date, employees receiving less than £200 (\$974) per year were granted a war bonus of £13 (\$63.30) per year, or 5s. (\$1.22) a week; while employees receiving annual salaries between £200 (\$974) and £213 (\$1,037) were given a sum sufficient to raise them to £213 (\$1,037). These bonuses were doubled in September, 1916; but no mention of subsequent increases has been found.

### Irish Railways.

Up to January 1, 1917, the date when the Irish railways passed under Government control, bonuses of 6s. a week had been given to enginemen and 5s. 9d. to firemen. When the Government control was established, these men were granted 7s. per week in addition to their previous bonuses; and on April 9, 1917, the Irish Railway Executive Committee granted a uniform flat bonus of 5s. per week to all other classes of railway employees.

### Cost of Living.

So far as is known, the continued rise in the cost of living has been the sole ground upon which the employees have based their demands for wage advances; it is certain that if other reasons have been given they have been wholly subordinate. The figures which the employees have taken as measurements of the rise in the cost of living have generally been those published monthly in the "Labour Gazette", an official publication issued by the Board of Trade up to July, 1917, and by the Ministry of Labour since that date. These figures show the percentage increases in the retail prices of food at the beginning of each month over the corresponding prices in July, 1914, these percentage increases being shown for the country as a whole, and for large towns and small towns separately. (See Table 1 attached). The figures are stated to be based upon over 500 returns of predominant prices, collected from retailers

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having a working-class trade, relating to the principal articles of food in every town with over 50,000 inhabitants; in about 200 towns with populations of from 10,000 to 50,000; and in about 250 representative smaller places. The articles included are beef and mutton (British and imported), bacon, fish, flour, bread, tea, sugar (granulated), milk, butter (fresh and salt), cheese, margarine, eggs (fresh) and potatoes. In arriving at the general percentage increases over July, 1914, the "Labour Gazette" states that the prices of each article are combined into a single figure for that article and that then "the several articles are weighted in accordance with the proportionate expenditure on them in pre-war family budgets, no allowance being made for the considerable economies which result from changes in dietary which have been widely effected since the beginning of the war," these changes in dietary being due to the rise in prices and, in certain cases, to the difficulty or impossibility of obtaining some articles at any price. These percentage increases, thus compiled, have been widely disseminated by the press; railwaymen, like other workers, are familiar with them and have generally accepted them as indicating the rise in the cost of living.

In their earlier negotiations with the railway managers, the railway unions used the "Labour Gazette" figures showing the increase in food prices in large towns only, this increase - as may be seen from Table I - being somewhat greater than that in small towns. The railway managers, however, were apparently not satisfied to accept these figures; and they secured from the Board of Trade figures showing the combined average percentage increase "in the cost of all the items ordinarily entering into working-class family expenditure, including food, rent, clothing, fuel and light, etc.", each item of expenditure being weighted in proportion to the expenditure for that item by workingmen's families before the war. Details as to

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the method of collecting the data as to the increase in the items other than food are not available; but it is certain that, in general, the final figures make no allowance for changes in the standard of living during the war, except perhaps in the item of clothing. The percentage increases arrived at on this basis have not been published in the "Labour Gazette" except for January 1st of the years 1916, 1917 and 1918; but the following table shows that they were considerably lower than the percentage increases in retail prices of food:

Average percentage Increase over July, 1914.

	Retail Prices of Food			All Items of Family Expenditure
	Large Towns	Small Towns	Whole Country	
January 1, 1916,	48	42	45	30
January 1, 1917,	91	83	87	60
January 1, 1918,	111	102	106	80-85

At the present time it appears that the railwaymen's unions have abandoned the use of the average percentage increase in retail prices of food in large towns as a base, for the London "Economist" of December 1, 1917, referring to the railwaymen's demand which was adjusted on November 29th, states:

"The railway (unions') demand was judiciously handled by Mr. J. H. Thomas, who strongly discouraged all suggestions of a strike. He bases the men's claim upon the increase in the cost of living which the Board of Trade puts at 80 per cent, and the railwaymen at 100 per cent."

Although the unions may have reached the figure of 100 per cent. independently, it will be noted from Table I that it is exactly equal to the increase in the retail prices of food in small towns.

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It now remains to show, estimating on the basis of the Board of Trade's figures, the average percentage increase over July 1914, of both the retail prices of food and the cost of living, including all items of family expenditure, at the dates on which the five wage increases granted to the adult male transportation employees of the British railways became effective. In considering these figures it should be remembered that they represent a standard of living largely unchanged by the war.

AVERAGE PERCENTAGE INCREASE OVER JULY 1914  
IN RETAIL PRICES OF FOOD AND COST OF LIVING  
AT THE DATES OF THE WAGE ADVANCES GIVEN RAILWAY EMPLOYEES.

	Retail prices of Food			All Items of family Expenditure.*
	Large Towns	Small towns	Whole Country	
Feb. 15/15	24	21	23	15
Oct. 17/15	43	39	41	27
Sep. 10/16	69	63	66	45 - 50
Apr. 9/17	100	91	95	70 - 75
Nov. 29/17	110	100	105	80 - 85

\* Eliminating increases arising from increased taxation.

**Conclusion.**

Table II shows, for about 80% of all railway employees, the approximate percentage increase which the wage advances during the war represent as compared with the average compensation before the war. Although strict accuracy cannot be claimed for this table, yet there can be little doubt that it reflects actual conditions in a general way. Such qualifications as it is subject to, tend to offset one another; indeed, inasmuch as the amount of overtime earnings during the war must have been greater than in 1913, the average compensation must have increased



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somewhat more than the increases shown in the table, especially in view of the fact that since August 8, 1917, the bonuses have been added to the base rates of pay upon which overtime payments are calculated. Comparing, then, the average percentage increases in the cost of living during the war based upon all items of family expenditure and the average percentage increases represented by the wage increases during the war, we get the following:

Comparison of Increase in Cost of Living  
and Wage Increases during the War.

	Average Percentage Increase in Cost of Living over July, 1914.	Average Percentage Increase of Wage Increases over Average Compensation in 1913.
Feb. 15/15	15	7 - 11
Oct. 17/15	27	15 - 20
Sep. 10/16	45 - 50	35 - 40
Apr. 9/17	70 - 75	50
Nov. 29/17	80 - 85	75 - 80

From this table the conclusion is clear that, although railway wages in Great Britain have always lagged behind the cost of living, each increase in these wages during the war has not been far below the increase in the cost of living as shown by British Government figures.

REPORT OF THE RAILROAD WAGE COMMISSION

**TABLE I.**

**AVERAGE PERCENTAGE INCREASE OVER JULY, 1914,  
IN RETAIL PRICES OF FOOD IN GREAT BRITAIN.**

(As published in the official "Labour Gazette" ).

Date	Large Towns : (over 50,000; population):	Small towns : And Villages :	Whole Country
Aug. 8, 1914	16	15	16*
Sept. 12, 1914	11	9	10*
Oct. 1, 1914	13	11	12*
Nov. 1, 1914	13	12	13*
Dec. 1, 1914	17	16	16*
Jan. 1, 1915	19	17	18
Feb. 1, 1915	23	20	22
Mar. 1, 1915	26*	22*	24
April 1, 1915	26*	22*	24
May 1, 1915	28*	24*	26
June 1, 1915	34*	29*	32
July 1, 1915	35	30	32½
Aug. 1, 1915	36	33	34
Sept. 1, 1915	37	33	36
Oct. 1, 1915	42	38	40
Nov. 1, 1915	43	39	41
Dec. 1, 1915	46	42	44
Jan. 1, 1916	48	42	45
Feb. 1, 1916	49	44	47
Mar. 1, 1916	51	45	48
April 1, 1916	52	46	49
May 1, 1916	59	51	55
June 1, 1916	62	55	59
July 1, 1916	65	57	61
Aug. 1, 1916	62	57	60
Sept. 1, 1916	68	62	65
Oct. 1, 1916	71	66	68
Nov. 1, 1916	81	74	78
Dec. 1, 1916	87	80	84
Jan. 1, 1917	91	83	87
Feb. 1, 1917	93	85	89
Mar. 1, 1917	97	88	92
Apr. 1, 1917	99	90	94
May 1, 1917	102	93	98
June 1, 1917	106	98	102
July 1, 1917	109	100	104
Aug. 1, 1917	105	98	102
Sept. 1, 1917	109	102	106

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Date	Large Towns (over 50,000 population)	Small Towns and Villages.	Whole Country
Oct. 1, 1917	102	93	97
Nov. 1, 1917	110	101	106
Dec. 1, 1917	109	100	105
Jan. 1, 1918	111	102	106

\* Figures interpolated; official figures lacking.

**Note.**

The figures in the table are based upon over 500 returns of predominant prices, collected from retailers having a working-class trade, relating to the principal articles of food in every town with over 50,000 inhabitants; in about 200 towns with populations of from 10,000 to 50,000; and in about 250 representative smaller places. The articles included are beef and mutton (British and imported), bacon, fish, flour, bread, tea, sugar, (granulated), milk, butter (fresh and salt), cheese, margarine, eggs (fresh) and potatoes. The several articles are weighted in accordance with the proportionate expenditure on them in pre-war family budgets, no allowance being made for the considerable economies which result from changes in dietary which have been widely effected since the beginning of the war.

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**TABLE II.**

**ADULT MALE RAILWAY TRANSPORTATION EMPLOYEES IN GREAT BRITAIN.**

**APPROXIMATE PERCENTAGE INCREASE OF WAGE INCREASES DURING WAR OVER AVERAGE COMPENSATION IN 1913.**

Department	Number of Wage Earners 1913†	Average Weekly Compensation per Wage Earner in 1913	Percent. to Average Weekly Compensation per Wage Earner in 1913 of				
			First Increase Feb. 15, 1915 2s. (48¢) or 3s (72¢) weekly.	Second Increase Oct. 17, 1915 5s. (\$1.22)* weekly.	Third Increase Sept. 10, 1916 10s. (\$2.44)* weekly.	Fourth Increase April 9, 1917 15s. (\$3.65)* weekly.	Fifth Increase Nov. 29, 1917 21s. (\$5.11)* weekly.
Way and Works.....	110,290	\$6.15	8% or 12%	20%	40%	59%	83%
Working Stock Maintenance:							
Locomotive.....	57,690	\$7.00	7% or 10%	17%	35%	52%	73%
Carriage and Wagon.....	49,177	\$6.69	7% or 11%	16%	36%	55%	76%
Operating:							
Locomotive.....	90,855	\$7.85	6% or 9%	15%	31%	46%	65%
Traffic:							
Station Masters & Clerks	5,595	\$6.58	7% or 11%	18%	37%	55%	78%
Signalmen & Gatemen.....	33,744	\$6.46	7% or 11%	19%	38%	56%	79%
Ticket Collectors,							
Police, Porters, etc.....	130,027	\$5.67	8% " 13%	21%	43%	64%	90%
Guards.....	23,794	\$7.71	6% or 9%	16%	32%	47%	66%
Average of Above.....	501,172+	\$6.58	7% or 11%	18%	37%	51%	78%
Or Say.....	501,172+	\$6.58	7-11%	15-20%	35-40%	50%	75-90%

For notes see page 68.

REPORT OF THE RAILROAD WAGE COMMISSION

NOTES TO TABLE II

- / The wage earners given here represent about 80% of all employees. Salaried employees, shop workers and minor groups are excluded; but a small number of women and boys may be included.
- # Taken from "Railway Statistics of the United States of America for the Year Ending June 30, 1916, compared with the Official Reports for 1915 and Recent Statistics of Foreign Railways," prepared by Slason Thompson, Bureau of Railway News and Statistics. No change in wage scales, as far as is known, was made during the first 7 months of 1914. (The figures used by Mr. Thompson were derived from official statistics published by the British Board of Trade.)
- \* This sum included the previous increases and is the aggregate increase at this date.
- + Total of above.

REPORT OF THE RAILROAD WAGE COMMISSION

FRANCE

THE RELATIONSHIP BETWEEN THE GOVERNMENT AND THE RAILWAYS

RAILWAY WAGES

INDUSTRIAL WAGES

COST OF LIVING

(Prepared under Direction of W. A. Hathaway)

3/15/18

## REPORT OF THE RAILROAD WAGE COMMISSION

### THE RELATIONSHIP BETWEEN THE GOVERNMENT AND THE RAILWAYS.

The character of the relationship existing between the French Government and the several railway companies of France is determined by a series of agreements made by the Government and the companies many years before the beginning of the war. These agreements were established primarily for the purpose of fixing the conditions under which the Government would lend its financial support to the companies so as to enable them to extend their lines into the less developed districts of the country. The most comprehensive of these agreements are those concluded in 1883 between the Government and the six big companies, the terms of which have governed the subsequent relations between the Government and the companies.

The principal provisions of these agreements were as follows:-

1. The principle of monopoly in the respective territories operated by the railroads (a principle which had been established as early as 1854) was reaffirmed and continued.

2. The Government guaranteed a minimum rate of return on the companies' stocks; and guaranteed the sums necessary for such annual amortization of these stocks as would enable them to be completely amortized by the dates of the expiration of the companies' charters. The Government also guaranteed the interest upon certain bonds issued for the construction of lines into the less developed districts. It was provided, however, that whenever the railways required a contribution from the Government to enable the payment of the dividends and interest guaranteed by the Government (and to make proper provision for amortization), such contributions should bear interest at 4%, and should be added to the funded debt of the railway companies; and no dividends in excess of the amount of dividends guaranteed were to be declared until all debt of this character should be repaid.

3. If, after the repayment of all contributions made by the Government, the net earnings of any railway should be greater than was necessary to provide for the return guaranteed by the Government, the excess earnings should be distributed to the stockholders only up to a certain amount (specially fixed in the case of each railroad), two-thirds of all earnings beyond this amount being taken by the Government.

The terms of the agreements also provide for the termination of the Government's guaranties. In the case of the Northern Railway and the Paris-Lyons-Mediterranean Railway, the date of the termination of the guaranty was December 31, 1914; in the case of the other railroads, the guaranty was not to terminate until from 1934 to

## REPORT OF THE RAILROAD WAGE COMMISSION

1960. The agreements further stipulated that the railways were to become the property of the Government upon the expiration of their charters; and it was provided that after 1898 the Government might purchase any railroad, the purchase price to be based upon the net income of the road for a series of years. Under the latter provision, the Government acquired the Western Railroad in 1909.

Such were the agreements fixing the relations between the Government and the railway companies up to the outbreak of the war. In the case of the roads for which the Government guaranties do not expire for a number of years, war conditions have necessitated no change in this relationship; interest payments and minimum dividend payments have continued to be guaranteed by the Government in accordance with the terms of the Agreements of 1883. In the case of the Northern Railroad and the Paris-Lyons-Mediterranean Railroad, however, the Government guaranties were due to expire on December 31, 1914; and as a result of conditions arising from the war, both companies found themselves facing heavy deficits. Some form of financial assistance was therefore required by these companies. A provision was accordingly incorporated into a general financial bill which gives these railroads the privilege of capitalizing, through the issuance of bonds, any amount by which their operating revenues fall short of the amount required to meet interest charges and to pay dividends at the minimum rate previously guaranteed by the Government. This provision applies to the period of the war; and it was enacted into law on December 26, 1914, that is, five days before the expiration of the Government guaranties fixed by the Agreements of 1883.

Such is the situation as it stands at present. A project has recently been introduced into Parliament, however, which provides for the replacement of the present method by which the Government assists the railroads (or allows them to assist themselves) by a system which will provide financial assistance uniformly. The terms of this project are briefly as follows:

Rates are to be immediately increased by 15%. During the continuance of hostilities, and for one year thereafter, the revenues accruing from this rate increase are to be pooled and distributed among the roads, this distribution to be based upon a comparison of the annual operating ratios of the roads for each year included in the period with the corresponding operating ratios for the year 1913. Upon the expiration of the first year after the war, each company is to retain the revenues accruing from the rate increase - collected by it; but when the amount of such revenues is sufficient to meet the operating deficit and to repay the debt of the railroad to the Government, the railroad shall turn over 70% of these revenues for distribution among the other companies. When in three consecutive years two or more railways shall have had excess revenues of this character to



## REPORT OF THE RAILROAD WAGE COMMISSION

turn over for distribution among the remaining companies, the increase of rates shall be reduced from 15% to 10% on all railways. Furthermore, when for two consecutive years after such reduction to 10%, two or more railways shall have had excess revenues for distribution among the other railways, the rates shall be reduced to an increase of only 5% over their present level. When two or more railways shall still have excess revenues derived from the increase in rates for two consecutive years, the rates shall be returned to their present state.

Latest reports indicate that this project, possibly with some minor modifications, will be adopted by Parliament.

### RAILWAY WAGES.

So far as the available information shows, it was not until early in 1917 that any provision was made to compensate railway employees for the increased cost of living. In the spring of 1917 an agreement was concluded between the various railway systems and was sanctioned by Parliament, according to the terms of which certain classes of railway workers were granted wage increases, these increases to be effective as from November 1, 1916 and to continue until one year after the cessation of hostilities. These increases, however, did not apply to any employee receiving more than 3,600 francs (\$695) per year unless the employee had children under 16 years of age; and no increase of any character was granted to any employee receiving over 6,000 francs (\$1,158) per year.

The amount of the increases were as follows:

A. In the case of all unmarried employees and all married employees without children under 16 years of age receiving 3,600 francs (\$695) or less per year:

- 15% on the portion of salary or wages up to and including 1,200 francs (\$232); and
- 10% on the portion of salary or wages between 1,200 francs (\$232) and 1,800 francs (\$347).

B. In the case of married employees having one or more children under 16 years of age and receiving 6,000 francs (\$1,158) per year or less:

- 50 francs (\$9.65) per annum for the first child
- 100 francs (\$19.30) per annum for the second and third child.
- 200 francs (\$38.60) for each additional child.

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In the case of employees receiving 3,600 francs (\$695) per year or less, the increases allowed for dependent children were in addition to the increases under A.

These increases are to be paid to the employees monthly by the railway companies; but the companies are to be reimbursed by the Government for the expense involved, provided that during the period which the wage increases apply - that is, during the period from November 1, 1916, to one year after the cessation of hostilities - the companies shall not have been authorized to increase their rates. If rates shall be increased during this period, the companies must refund to the Government all payments made for increased wages by turning over to the Government one-fifth of the revenue accruing from the increased rates.

The approximate effect of the increases in the case of employees with no children and employees with two dependent children was, then, as follows:

Annual Salary or Wages	Approximate Average With No Children	Increase for Employees With two Children
\$232 or less	15%	30%
\$232 -- \$347	14%	24%
\$347 -- \$521	9 $\frac{1}{2}$ %	16%
\$521 -- \$695	7%	11 $\frac{1}{2}$ %
\$695 -- \$926	0%	8 $\frac{1}{2}$ %
\$926 -- \$1,158	0%	3%
over \$1,158	0	0

As the increase in the cost of living since the beginning of the war was about 30% at the time these increases took effect, there were generally quite inadequate except in the case of the lowest paid employees who had dependent children. In June, 1917, therefore, a second increase was granted, based upon a sliding scale after the manner of the first increase, but applying to all employees. This increase was as follows:

- 30% on the portion of salary or wages up to and including 1,200 francs (\$232) per year;
- 15% on the portion of salary or wages between 1,200 francs (\$232) and 1,800 francs (\$347) per year; and
- 10% on the portion of salary or wages between 1,800 francs (\$347) and 3,600 francs (\$695) per year.

No change was made in the allowance for dependent children granted with the first increase, nor in the provisions for the method of payment of the increase by the companies.

## REPORT OF THE RAILROAD WAGE COMMISSION

The following table shows the approximate effect of this increase:

Annual Salary or Wages	Approximate Average Increase for employees	
	With No Children	With Two Children
\$232 or less	30%	45%
\$232 -- \$347	27%	37%
\$347 -- \$521	22%	29%
\$521 -- \$695	19%	23%
\$695 -- \$926	15%	18%
\$926 -- \$1,158	12%	15%
\$1,158 -- \$2,316	7%	8%

From the information available, the most definite conclusion that can be drawn is that at the present time:

1. The lowest paid employees have received wage increases which, on the whole, fully or nearly compensate them for the increase in the cost of living;
2. Employees who are in or near the median group in the wage scale have received increases probably generally fully one-half as great as the increase in the cost of living;
3. Employees in the relatively higher salary groups have received increases only from about 20% to 30% as great as the increase in the cost of living.

### INDUSTRIAL WAGES.

The best available statistics as to the trend of industrial wages in France during the war are those collected by the Government labor inspectors during the course of a special investigation and published in the Bulletin de las Statistique Generale de la France for July, 1917. These statistics show the daily wages, in 1913 and in 1916, in 30 occupations in the larger industrial establishments throughout France on the basis of a 10-hour day. The percentage increase in the wages of male workmen in each occupation at the end of 1916 over wages in 1913 is given in the following table:

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PERCENTAGE INCREASE OVER 1913 IN INDUSTRIAL WAGES  
AT THE END OF 1916.

Occupation	Per Cent Increase	Occupation	Per Cent Increase
<b>Laborers:</b>		<b>Skilled Workmen (Cont.)</b>	
Metal Trades .....	32	Saddlers .....	23
Paper and Chemicals ....	30	Wheelwrights .....	24
Building .....	34	Sawyers, mechanical...	22
Woodworking .....	29	Turners, wood .....	19
Textiles .....	22	Hammersmiths .....	21
Leather .....	45	Stampers .....	24
Food Products .....	37	Strikers .....	25
Miscellaneous .....	30	Blacksmiths .....	23
Not reported .....	29	Fireman, large boilers	23
Average for laborers	32	Engineers, steam .....	21
<b>Skilled Workmen:</b>		Electricians, installers	25
Millers, grist .....	22	Fitters, Mechanics ...	26
Weavers .....	22	Turners, rough, .....	34
Cutters, tailors' .....	20	Turners, finishers ...	31
Cutters, shoes .....	23	Borers .....	33
Harness makers .....	25	Packers .....	22
		Average for	
		Skilled workmen	25

According to these figures, the average increase in wages of the lower paid laborers ( 32 per cent.) has been somewhat greater than that of skilled workmen and, at the date of the figures, had about equalled the increase in the cost of living. At the same date the average increase in the wages of skilled workmen (25 per cent.) had been about 80 per cent. of the increase in the cost of living.

COST OF LIVING

In France the Government statistics as to the cost of living are those collected by the General Statistical Office and published in the Bulletin de la Statistique Generale de la France. The statistics are based upon returns from the mayors of every city (except Paris) of more than 10,000 inhabitants giving, for periods of 3 months, the average retail prices of thirteen commodities in general use in workmen's families. The thirteen commodities are bread, ham, bacon, butter, eggs, milk, cheese, potatoes, beans, sugar, table oil, kerosene and fuel alcohol. The articles are weighed in accordance with the proportionate expenditure on each article as disclosed by an investigation in 1910 of the expenditures of workmen's families

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of four persons in Paris; and a general average is obtained for the entire group of commodities. According to the figures for the whole of France, thus derived, the average prices during the war relative to those in the first quarter of 1913 have been as follows:-

<u>Period</u>	<u>Relative Average Prices</u>
First quarter, 1913	100
Third quarter, 1914	99½
First quarter, 1915	110
Third quarter, 1915	122
First quarter, 1916	132
Second quarter, 1916	137
Third quarter, 1916	141
Fourth quarter, 1916	145

On this basis, the increase in average prices in France during the war up to the end of 1916 was about 45-50%. This result has been substantially confirmed by other official figures. A similar but independent calculation of price levels in the city of Paris from July, 1914, to October, 1916, showed an increase at the latter date of 38%. An investigation of the average monthly expenditure for board and lodging by an unmarried workman in 1916 as compared with 1911 showed an increase of 41% during that period.

Of course these figures are incomplete and might be subjected to considerable criticism; but it is a matter of serious doubt whether the collection and compilation of more detailed data would alter the results to any great extent. The figures have been prepared by a branch of the French Government; and they must be regarded as the latest and best available.

According to these figures, then, the average percentage increase in retail prices of food during the war up to the end of 1916 was approximately 45-50%. If it be assumed that the trend of increase in 1916 was maintained during 1917, the percentage increase in retail prices of food in 1917 would fall within the following ranges:

Approximate average Percentage Increase in Retail Prices  
of Food during the war

January 1, 1917 ..... 45-50  
June 30, 1917 ..... 55-60  
December 31, 1917 ..... 65-70

If allowance be made for the items of family expenditure other than food - on the basis of the corresponding allowance made by the British Government - the percentage increase in all items of working class family expenditure, that is, in the cost of living would be approximately as follows:

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**Approximate Average Percentage Increase in Cost of Living  
during the War**

January 1, 1917 ..... 30-35  
June 30, 1917 ..... 38-43  
December 31, 1917 .... 45-50

The conclusion that the cost of living in France from the beginning of the war up to the present time has increased about 50% is, it is believed, not far from representing actual conditions in so far as they can be measured.



REPORT OF THE RAILROAD WAGE COMMISSION

APPENDIX II

Cost of Living During  
1917 and 1918  
Compared to Pre-War Period

The Commission instituted an exhaustive inquiry reaching into all parts of the United States. It sent special agents into various sections of the country to gather original data respecting the existing increase in the cost of living. A canvass was also made by many newspapers of the country among the working classes, and the data thus obtained, together with information gathered and submitted to the Commission by those who spoke on behalf of the employees, was compiled by the Bureau of the Census under the supervision of Special Statisticians W.A.Hathaway and J.C.Bowen. That compilation and the records of the Bureau of Statistics of the Department of Labor form the basis of the attached report, wherein the statistical information respecting the existing cost of living in America thus assembled is summarized and analysed.



REPORT OF THE RAILROAD WAGE COMMISSION

April 25, 1918.

Sir:

Supplementing our report on the increase in the Cost of Living based on relative price changes, submitted March 14, 1918: In view of the further rise in prices, particularly house rents and clothing, and making allowance for substitutions, referred to in the report under the caption "Limitation of the results", we believe that the per cent increase for the different income groups from December 1915 to date is about -

For incomes up to \$600 . . . . .	.43%
" " from \$600 to \$1000. . . .	.41%
" " " \$1000 to \$2000. . . .	.40%

Respectfully,

*W. H. Bathurst*  
*J. C. Bowen*

To Hon. Franklin K. Lane, Chairman  
Railroad Wage Commission  
Washington, D. C.

REPORT OF THE RAILROAD WAGE COMMISSION

Washington, D. C.  
March 14, 1918.

Sir:

We submit herewith a final report covering two independent investigations, made especially for and at the direction of the Commission, of the increase in the cost of living during the present war. The report is in two parts:

Part I Relative Price Changes  
Part II Family Budgets

Since there was no material rise in prices until the latter part of 1915, the investigations were confined to the period 1915 - 1917.

Respectfully,

W. A. Hathaway

J. C. Bowen

Special Statisticians,  
Railroad Wage Commission.

To Hon. Franklin K. Lane,  
Chairman, Railroad Wage Commission.

## REPORT OF THE RAILROAD WAGE COMMISSION

### PART I - RELATIVE PRICE CHANGES.

#### Relative prices -

The increase in the various items of the family budget from January 1, 1916 to January 1, 1918 were ascertained to be:

Food .....	52%
Rent .....	10%
Clothing .....	44%
Fuel and Light .....	31%
Sundries .....	35%

Appended Table 1 shows these increases by the three official classification territories of the Interstate Commerce Commission, and compares them with the increases shown by other recent studies.

#### Combined weighted averages -

Weighting the above increases according to the proportion of expenditure for each item for different sized incomes, gives the following combined percents of increase:

Families with incomes up to \$600 .....	40%*
" " " from \$600 to \$1000 .....	38%
" " " " \$1000 to \$2000 .....	37%

#### Limitation of the results -

The above figures show how much more it would have cost to live on January 1, 1918 than on January 1, 1916, provided the standards of living remained the same. They may, however, fall short of showing the true increases by as much as 4 or 5 points, for the following reason:

It is impossible to determine accurately the relative increase in the cost of living even in normal times, and more difficult

\*The percents for specified incomes under \$600 would be - Incomes up to \$200, 42%; \$200 to \$400, 41%; and \$400 to \$600, 40%.

## REPORT OF THE RAILROAD WAGE COMMISSION

when prices are rising rapidly, at which time cheaper articles are substituted by both the producer and consumer. This is an inherent difficulty in all such studies and cannot be entirely overcome by any statistical methods. In view of this, the figures should be interpreted as conservative and applied in a general, rather than a precise, way.

### Purchasing power of the dollar -

On the basis of a 40% increase in the cost of living, the purchasing power of the workingman's dollar is 71 cents. Statements have occurred frequently in the press of late that the purchasing power of the dollar is now only 50 cents, compared with pre-war times. This is based on a 100% increase in wholesale commodity prices (Bradstreet and Dun indices) which is not a true measure of the increase in cost of living.

### Variation by localities -

Although there was considerable variation in the relative prices for the various items, as between the three I.C.C. territories (Table 1), the percents of increase for all items combined showed such slight differences that they were disregarded.

### Weights used -

Table 2 shows the weights, i.e. the proportion of expenditures for each item, used in arriving at the combined percents of increase. Similar figures of other well-known budgetary studies are shown in comparison.

### Sources of Basic Data and Methods of Compilation -

#### FOOD

The U. S. Bureau of Labor Statistics retail price quotations on 22 articles of food were used. These are monthly quotations secured from 42 large cities in different parts of the country. This Commission computed the index number for the individual cities, and combined the cities

## REPORT OF THE RAILROAD WAGE COMMISSION

into I.C.C. classification territories of Eastern, Southern and Western. The indices for the three territories were combined into a U.S. index by weighting each according to ratio of population in each territory.

### RENT

The Commission collected\* its own figures on house rents, first by direct inquiries to real estate agents in the 42 cities mentioned under "Food", and second by field investigations of its own agents. These inquiries indicated that the rise in rents had just begun during the latter part of 1917. The increases in each territory were combined into U.S. totals by weighting according to population. Appendix A shows the form used.

### CLOTHING

Prices on clothing were also secured\* by the Commission by direct inquiries to retail merchants in the 42 large cities. Price quotations on the various classes of articles of male and female wearing apparel were secured for December, 1916 and December, 1917. The quotations were combined by weighting each class according to the proportion of expenditure for each. The ratios for each territory were combined into U.S. ratios by weighting according to population. See Appendix B for forms used, which also shows the weights used for each class of apparel. On account of the substitution of cheaper grades of articles, especially woolen apparel, the increase of 44% shown for all clothing is believed to be low.

### FUEL AND LIGHT

The retail price quotations on anthracite and bituminous coal, secured by the U. S. Bureau of Labor Statistics in January of each year from the 42 large cities, were used. No increase was assumed for gas or electricity. These quotations were checked against reports of the U. S. Fuel Administration. The price quotations for bituminous

\*The Commission was assisted in collecting the data on house rents and clothing by the U. S. Chamber of Commerce.

## REPORT OF THE RAILROAD WAGE COMMISSION

coal were used for the Southern and Western territories; a weighted average of anthracite and bituminous for the Eastern territory. Territorial ratios were combined into U. S. totals by weighting according to population.

### SUNDRIES

The increase in each important item of this sundry group was ascertained in various ways. Increases on amusements, travel, liquors, tobacco, postage, etc., stipulated by the recent war tax law were applied. Special inquiry was made of large retail drug stores for drugs and medicines. The remaining items were arbitrarily estimated; no increase was allowed for some items. The increases for each item were combined by weighting according to the proportion of expenditure for each, as shown in the U.S. Bureau of Labor study of 1901, somewhat adjusted to meet present conditions. No attempt was made to differentiate between the three I.C.C. territories. The following shows the increase for each item and the weights used:

<u>Item</u>	<u>% Increase</u> <u>1915-1917</u>	<u>Weights</u>
Insurance .....	5	14
Organization dues .....	0	10
Religion and charity .....	0	6
House furnishing .....	*40	18
Books and papers .....	50	4
Amusements and vacations .....	15	10
Liquors and tobacco .....	75	15
Sickness and death .....	#50	11
All other .....	50	17
Total.....	36	100

\*From Philadelphia study of U.S. Shipping Board.

#Doctors' bills, medicines, etc.

# REPORT OF THE RAILROAD WAGE COMMISSION

**TABLE 1.**

**COMPARISON OF RELATIVE INCREASE IN SPECIFIED ITEMS OF  
EXPENDITURE AS DETERMINED BY FOUR INDEPENDENT STUDIES.**

Date	Jan.1,1916 to Jan.1,1918				Jan.1,1916 to Jan.1,1918	June, 1916 to Feb., 1918	Year 1915 to Year 1917
Item	Railroad Wage Commission				U.S. Bureau of Labor Statistics (Phila. Pa. Study for Shipping Board)	U.S. Shipping Board (Pacific Coast Study)	Family Budgets collected by Railroad Wage Commission*
	Eastern Terri- tory	Southern Terri- tory	Western Terri- tory	United States			
Food .....	52%	56%	47%	52%	51%	52%	40%
Rent .....	15%	5%	7%	10%	3%	16%	10%
Clothing .....	43%	50%	41%	44%	46%	74%	29%
Fuel and Light	37%	25%	27%	31%	22%	49%	35%
Sundries .....	35%	35%	35%	35%	40%	35%	15%

\* These are not true relative increases, but are some indication of the substitution and economies practised with respect to "food", "clothing" and "sundries". (See Part II.)

# REPORT OF THE RAILROAD WAGE COMMISSION

TABLE 2.

COMPARISON OF VARIOUS FAMILY BUDGETS.  
PERCENTAGE OF EXPENDITURE FOR SPECIFIED ITEMS.

BY INCOME GROUPS

Source	Date	Number of Families	Food			Rent			Clothing			Fuel and Light			Sundries			Total Expenses.		
			In-comes Up to \$600	In-comes \$600 to \$1000	In-comes \$1000 to \$2000	In-comes Up to \$600	In-comes \$600 to \$1000	In-comes \$1000 to \$2000	In-comes Up to \$600	In-comes \$600 to \$1000	In-comes \$1000 to \$2000	In-comes Up to \$600	In-comes \$600 to \$1000	In-comes \$1000 to \$2000	In-comes Up to \$600	In-comes \$600 to \$1000	In-comes \$1000 to \$2000	In-comes Up to \$600	In-comes \$600 to \$1000	In-comes \$1000 to \$2000
Railroad Wage Comm.	1915	265	51	42	35	17	20	20	13	14	16	6	7	6	13	17	23	100	100	100
U.S. Shipping Board (Pac. Coast Study)	1917	-	-	-	41	-	-	17	-	-	16	-	-	-	7	-	-	19	100	100
U.S. Bureau Labor Statistics. (Phila. Study)	1917	512	-	-	43	-	-	12	-	-	16	-	-	5	-	-	24	100	100	100
Chapin (N.Y.)	1902	391	44	44	45	26	21	20	12	14	15	6	5	4	12	16	16	100	100	100
U.S. Bureau of Labor	1901	11,156	46	41	37	19	17	17	12	14	16	6	5	5	17	23	25	100	100	100
More (N.Y.)	1905	200	50	46	40	22	19	18	9	10	11	6	5	5	13	20	26	100	100	100

These ratios were used in arriving at the combined per cents of increases for all items of family expenditures, from January 1, 1916 to January 1, 1918 as given in Part I. See also Table 4 of Part II. The ratios for specified incomes under \$600 were taken from the U. S. Bureau of Labor report of 1901, adjusted to bring up to date. These  $\frac{1}{2}$ s as adjusted were -

Income	Food				Rent				Clothing				Fuel				Sundries				Total
	Up to \$200	\$200 to \$300	\$300 to \$400	\$400 to \$500	Up to \$200	\$200 to \$300	\$300 to \$400	\$400 to \$500	Up to \$200	\$200 to \$300	\$300 to \$400	\$400 to \$500	Up to \$200	\$200 to \$300	\$300 to \$400	\$400 to \$500	Up to \$200	\$200 to \$300	\$300 to \$400	\$400 to \$500	
	57	55	53	52	15	16	17	12	7	7	7	7	11	12	12	12	100%	100%	100%	100%	



## REPORT OF THE RAILROAD WAGE COMMISSION

### PART II - FAMILY BUDGETS.

Family budgets giving incomes and expenses in detail for the calendar years 1915 and 1917 were secured by the Commission through newspaper editors in selected cities in different parts of the country. The results furnished fresh data on the proportion of expenditures for each main item of the family budget, and also threw some light on the relation of expenses to income in 1915 compared with 1917. Appendix C shows the form of questionnaire used.

Table 3 gives a brief summary of the results and Chart No. 1 illustrates the relation of expenses to income. These results must be used with caution, since they are at best nothing more than a composite of careful guesses, as very families keep trustworthy records. The "Annual Income" shown for the different territories and income groups must not be accepted as showing a differential in wage scales. The variation is purely accidental due to the varying size (income) of families selected by the editors. The amount of "Surpluses" and "Deficits" should be interpreted as tendencies rather than precise amounts or relationships.

Table 4 shows the percent distribution of total expenses by objects of expenditure. These ratios are generally consistent with other budgetary experience (See Table 2 of Part I).

Table 5 gives the percent increase in the total income and total expenses reported for 1915 and 1917. For all of the 265 budgets combined the increase in income was 10% for the smaller income group and 14% for the larger, compared with 27% increase in expenses for each group. The increase for expenses is not as large as the known increases in relative prices for the various items that enter into the family budget (see Table 1, Part I), and a comparison of the two gives some indication of the economies and substitutions practiced.

Table 6 is a detailed summary of the absolute figures shown by the 265 budgets with the computed ratios and averages.

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TABLE 3.

## SUMMARY OF RESULTS.

245 FAMILY BUDGETS COLLECTED BY R. R. WAGE COMMISSION.  
(Results Shown are Averages per Family)

I. C. C. Territory	In- come Group	No. of Fami- lies	Annual Income		Annual Expenses		Net Sur- plus or Deficit		Number of Families Reporting			
			1915	1917	1915	1917	1915	1917	Surplus	Deficit	Surplus	Deficit
Eastern	1	62	\$ 698	\$ 792	\$ 720	\$ 944	\$ 222	\$1524	27	31	7	52
	2	49	1,269	1,451	1,150	1,469	119	184	41	8	24	23
Southern	1	8	822	903	716	914	106	114	5	2	5	2
	2	24	1,376	1,507	1,224	1,508	152	14	18	3	11	12
Western	1	50	787	837	741	900	46	694	23	17	12	30
	2	72	1,234	1,422	1,111	1,412	123	10	55	12	37	31
Total, U.S.	1	120	743	818	728	924	15	1034	55	50	24	84
	2	145	1,269	1,446	1,148	1,447	127	14	114	23	72	56
Total	1 and 2	265	1,031	1,162	955	1,210	76	484	169	73	96	140

Income Group No. 1 Comprises families with incomes up to \$1,000.

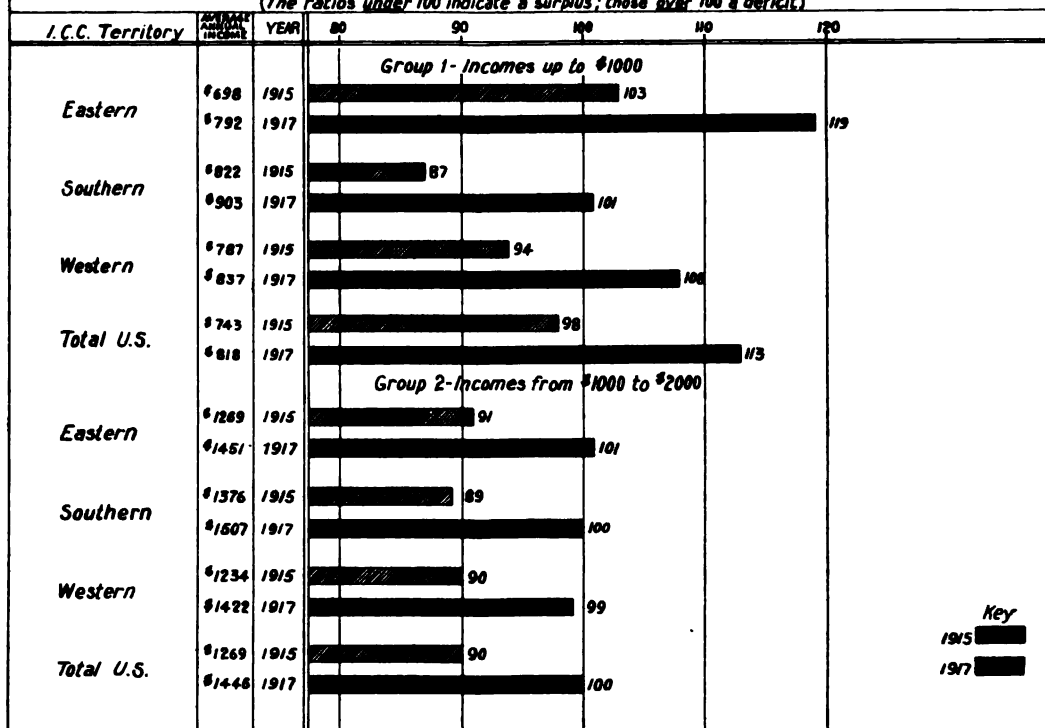
" " No. 2 " " " " " " from \$1,000 to \$2,000

d Deficit

# REPORT OF THE RAILROAD WAGE COMMISSION

CHART NO. 1.  
PERCENT EXPENSES ARE OF INCOME.  
265 FAMILY BUDGETS COLLECTED BY R.R. COMMISSION.  
(The ratios under 100 indicate a surplus; those over 100 a deficit)

3-1-18  
W.A.H.



Note: For base figures see Table 3.

# REPORT OF THE RAILROAD WAGE COMMISSION

TABLE 4.

## PER CENT DISTRIBUTION OF TOTAL EXPENSES

--OF--

265 FAMILY BUDGETS COLLECTED BY R. R. WAGE COMMISSION.

I. C. C. TERRI- TORY	Year	Food		Rent		Clothing		Fuel & Light		Sundries		Total	
		Income Group	Income Group	Income Group	Income Group	Income Group	Income Group	Income Group	Income Group	Income Group	Income Group	Income Group	Income Group
		1	2	1	2	1	2	1	2	1	2	1	2
EAST- ERN	1915	44	35	20	20	13	16	6	6	17	23	100	100
	1917	48	38	17	17	13	17	7	6	15	22	100	100
SOUTH- ERN	1915	51	35	18	21	14	15	5	5	12	24	100	100
	1917	54	39	14	18	15	16	5	5	12	22	100	100
WEST- ERN	1915	40	35	21	20	14	16	8	6	17	23	100	100
	1917	46	39	17	18	14	16	8	7	15	20	100	100
Total		1915	1917	1915	1917	1915	1917	1915	1917	1915	1917	1915	1917
U. S. . . . .		38	42	20	17	15	15	6	7	21	19	100	100
Income up to \$600.....		51	56	17	17	13	11	6	6	13	10	100	100
Income \$600 to \$1000.....		42	46	20	17	14	14	7	7	17	15	100	100
Income \$1000 to \$2000.....		35	39	20	18	16	16	6	6	23	21	100	100

Income Group No. 1 Comprises families with incomes up to \$1000  
 " " No. 2 " " " " " " \$1000 to \$2000.

REPORT OF THE RAILROAD WAGE COMMISSION

TABLE 5.

PER CENT INCREASE - 1915 TO 1917.

265 FAMILY BUDGETS COLLECTED BY R. R. WAGE COMMISSION.

I.C.C. Territory	Annual Income		Annual Expenses	
	Group 1*	Group 2†	Group 1	Group 2
Eastern.....	14%	14%	31%	28%
Southern.....	10%	10%	28%	25%
Western.....	6%	15%	22%	27%
Total, U. S.....	10%	14%	27%	27%

\* Income Group No. 1 comprises families with incomes up to \$1,000.

† Income Group No. 2 comprises families with incomes up to \$2,000.

# **Railroad W**

For were collected by the Commission through Newspaper Editors.  
 'Southern' and 'Western' territorial divisions shown are the  
 ons of the Interstate Commerce Commission.

Territorial and Income Group	Total		Surplus	Deficit	Surplus	Deficit
	1915	1917	1915	1915	1917	1917
	22	23	24	25	26	27
<b>EASTERN, total</b>	100,949.74	130,513.05	4,494.89			10,270.80
Incomes up to \$	6,673.44	8,458.30		1,170.44		2,206.90
- \$600 to	37,935.37	50,065.65		188.74		7,185.80
- \$1000 to	56,340.93	71,989.10	5,854.07			878.10
<b>SOUTHERN, total</b>	35,107.75	43,494.31	4,498.25			103.31
Incomes up to \$						
- \$600 to	5,729.20	7,314.20	844.80			88.20
- \$1000 to	29,378.55	36,180.11	3,653.45			15.11
<b>WESTERN, total</b>	117,033.09	146,683.30	11,144.85			2,414.19
Incomes up to \$	2,724.40	2,562.05	141.60			441.05
- \$600 to	34,331.50	42,454.09	2,134.25			2,717.15
- \$1000 to	79,977.19	101,667.16	8,869.00		744.01	
<b>UNITED STATES</b>	253,090.58	320,690.66	20,137.99			12,788.30
Incomes up to \$	9,397.84	11,020.35		1,028.84		2,847.95
- \$600 to	77,996.07	99,833.94	2,790.31			9,991.15
- \$1000 to	165,696.67	209,836.37	18,376.52			149.20
<b>AVERAGE PER F</b>						
<b>EASTERN, total</b>	909.46	1,175.79	40.49			92.53
Incomes up to \$	719.50	943.93		21.92		151.50
- \$1000 to	1,149.81	1,469.16	119.47			17.92
<b>SOUTHERN, total</b>	1,097.12	1,359.20	140.57			3.23
Incomes up to \$	716.15	914.28	105.60			11.02
- \$1000 to	1,224.11	1,507.50	152.23			63
<b>WESTERN, total</b>	959.29	1,202.32	91.35			19.79
Incomes up to \$	741.12	900.32	45.52			63.16
- \$1000 to	1,110.79	1,412.04	123.18		10.33	
<b>UNITED STATES</b>	955.06	1,210.15	75.99			48.26
Incomes up to \$	728.28	923.79	14.68			105.33
- \$1000 to	1,142.74	1,447.15	126.73			1.03
<b>% OF TOTAL EXPEN</b>						
<b>EASTERN, total</b>						
Incomes up to \$	100.0	100.0				
- \$1000 to	100.0	100.0				
<b>SOUTHERN, total</b>	100.0	100.0				
Incomes up to \$	100.0	100.0				
- \$1000 to	100.0	100.0				
<b>WESTERN, total</b>	100.0	100.0				
Incomes up to \$	100.0	100.0				
- \$1000 to	100.0	100.0				
<b>UNITED STATES</b>	100.0	100.0				
Incomes up to \$	100.0	100.0				
- \$600 to	100.0	100.0				
- \$1000 to	100.0	100.0				
<b>% INCREASE 1915</b>						
<b>EASTERN, total</b>						
Incomes up to \$		29.3				
- \$1000 to		31.2				
<b>SOUTHERN, total</b>		27.8				
Incomes up to \$		23.9				
- \$1000 to		27.7				
<b>WESTERN, total</b>		23.2				
Incomes up to \$		25.3				
- \$1000 to		21.5				
<b>UNITED STATES</b>		27.1				
Incomes up to \$		26.7				
- \$1000 to		26.8				
		26.6				



REPORT OF THE RAILROAD WAGE COMMISSION

APPENDIX III

Employees of Railroads, December  
1917, Grouped by Monthly Rates  
of Pay

This statement is compiled from the returns of Class 1 Railroads and certain Switching and Terminal Companies, made to the Commission in response to its request. The rates of pay are for the standard month discharged of all compensation for overtime or extra service, and constitute a table of wages, not of earnings, for the month named. The railroads included in this summary will be found listed in Appendix IX. For comparative purposes the returns are separately presented for each District, and for the United States as a whole.



# REPORT OF THE RAILROAD WAGE COMMISSION

Statement of the Number of Employees of All Class 1 Switching and Terminal Railroads in the United States, graded according to their Monthly Rates of Pay. For Comparative Purposes this Statement Shows Separately the number of Employees in Each Grade, in Each District, and in the United States as a Whole.

(Col.1)	Eastern District (Col.2)	Southern District (Col.3)	Western District (Col.4)	Total For United Sts (Col.5)	% By Grades (Col.6)	Cumulative Percent (Col.7)
\$20 or less	8,518	10,173	8,671	27,362	1.41	1.41
\$20 to \$25	8,626	18,480	8,464	35,540	1.68	3.09
\$25 to \$40	8,289	25,328	17,716	51,333	2.66	5.74
\$40 to \$45	11,167	18,381	17,930	47,478	2.45	8.19
\$45 to \$50	14,841	20,961	44,273	79,975	4.11	12.30
\$50 to \$55	40,135	18,737	20,964	109,836	5.67	17.97
\$55 to \$60	71,080	17,808	67,958	156,846	8.07	26.04
\$60 to \$65	101,084	15,480	68,159	184,723	9.37	35.41
\$65 to \$70	76,078	15,514	48,767	139,359	7.08	42.49
\$70 to \$75	70,847	20,347	74,108	165,302	8.56	51.05
\$75 to \$80	77,385	17,416	54,923	149,724	7.72	58.74
\$80 to \$85	60,660	13,575	48,244	122,479	6.32	65.06
\$85 to \$90	58,780	11,736	28,881	101,397	5.33	70.39
\$90 to \$95	48,497	10,683	26,315	85,495	4.37	74.76
\$95 to \$100	45,374	7,838	24,969	78,181	4.55	79.31
\$100 to \$110	55,688	16,381	45,859	117,928	6.07	85.38
\$110 to \$120	48,618	10,613	21,307	80,538	4.26	90.64
\$120 to \$130	23,695	4,865	20,288	48,848	2.59	93.23
\$130 to \$140	18,060	5,418	18,333	41,811	2.16	95.39
\$140 to \$150	13,074	4,748	14,808	32,630	1.68	97.07
\$150 to \$160	9,119	1,934	8,245	19,298	.94	97.91
\$160 to \$170	5,814	2,153	5,833	13,800	.71	98.62
\$170 to \$180	4,693	1,035	3,248	9,070	.47	99.09
\$180 to \$190	2,672	702	1,947	5,321	.27	99.36
\$190 to \$200	2,436	698	2,015	5,149	.26	99.62
\$200 to \$210	1,115	286	711	2,112	.11	99.73
\$210 to \$220	714	288	561	1,563	.08	99.81
\$220 to \$230	714	288	561	1,564	.08	99.89
\$230 to \$240	588	74	258	920	.05	99.94
\$240 to \$250	717	210	644	1,571	.08	100.00
Totals	604,816	291,777	763,804	1,659,397	100.00	

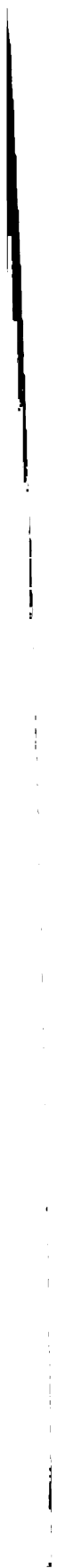
REPORT OF THE RAILROAD WAGE COMMISSION

APPENDIX IV

Average Monthly Earnings  
For 1915, 1916, and 1917  
By Occupational Classes

The tables next attached show the average earnings per month of employees in each occupational class, in each district, and for the United States as a whole, separately presented for each of the years 1915, 1916 and 1917. This data was compiled as to 1915 and 1916 from the reports of carriers to the Interstate Commerce Commission and for 1917 from reports of carriers to this Commission.







REPORT OF THE RAILROAD WAGE COMMISSION

Employees and their Compensation for the Year  
ended December 31, 1917, Arranged by Occupations.

This Statement is compiled from returns made to this Commission on Interstate Commerce Commission's Annual Report Form No.561, for the year ended December 31, 1917. Employees in this statement are grouped according to the occupational classification of the Interstate Commerce Commission. It will be noted that this table gives the average number of employees in each class throughout the year and that this average number in total (1,740,479) is about 11 per cent below the actual number employed during December (1,939,399). It is assumed by this commission that the actual number employed in December (1,939,399) will more correctly represent the average number of employees for 1918 than the average number employed in 1917 (1,740,479).

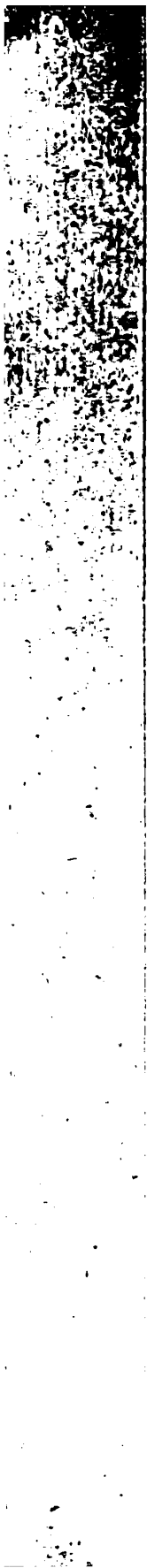
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# All Class 1 - Railroads

All Class 1 - Railroads													Grand Total
66	Road passenger engineers and motormen,	13	186	32	122	898				29	420	698	06
67	Road passenger firemen and helpers,	12	984	30	815	962				17	579	531	65
68	Road passenger conductors,	10	559	28	123	655				20	748	809	45
69	Road passenger baggage men,	5	430	15	488	313				6	386	101	56
70	Road passenger brakemen and flagmen,	14	722	38	210	421				16	094	430	91
71	Other road train employees,	3	549	9	602	410				2	900	500	05
72	Crossing flagmen and gatemen,	16	238				6	203	805	8	699	533	16
73	Drawbridge operators,	1	347				5	89	209	1	026	350	32
74	Floating equipment employees,	9	410	35	020	859				9	027	289	94
75	Express service employees,		4		3	361						343	34
76	Policemen and watchmen,	11	512				4	299	589	10	338	286	87
77	Other transportation employees,	5	806				2	246	330	4	898	811	19
78	All other employees,	19	598				7	203	917	13	047	689	07
79	Total,	1740	079	4754	151	835	72	034	635	1750	527	314	18

Grand Total





REPORT OF THE RAILROAD WAGE COMMISSION

Estimate of Increased Cost Resulting  
from Commission's award, based on  
December 1917

An estimate of the probable effect of the new rates upon the cost of operating the Railroads during 1918 is presented in the table next attached.

This estimate is made by applying to the average monthly earnings of each class of employees, the rate per cent of increase prescribed for that amount as disclosed by the table of increased rates in the main body of the report.

The figures contained in this table do not include the increases awarded to those employees who are in the service of what are known as Class II and Class III roads, under the Interstate Commerce Commission's classification, nor do they include those of the sleeping and parlor car companies. All of the above, in so far as they are under Government control, come within the conclusions of this report.



Statement showing, as to the number of employees of all Class I Railroads for the month of December 1917, the aggregate annual compensation that would have been earned if the same number of men were continuously employed for one year at the average monthly rate of earnings

59 Road passenger baggagemen.	6 070	6 339 264	7 139 048	8 763 399
60 Road passenger brakemen and flagmen.	16 465	16 839 744	17 999 538	23 469 551
61 Other road train employees.	3 976	3 292 128	3 249 664	4 641 900
62 Crossing flagmen and gatemen.	18 153	8 624 124	9 726 377	12 980 844
63 Drawbridge operators.	1 513	1 004 568	1 152 906	1 416 441
64 Floating equipment employees.	10 531	6 901 176	10 102 178	9 730 658
65 Express service employees.				
66 Policemen and watchmen.	12 878	9 140 808	11 565 474	12 888 539
67 Other transportation employees.	6 497	4 054 128	5 481 649	5 756 862
68 All other employees.	21 915	13 288 380	14 590 130	18 869 500
Total	1,939 399	1,611,567,384	1,917 419 220	2,205,432 938
Total amount of such increase		\$ 593,865,554	\$ 288,013,718	
Percent of increase		36.85	15.021	



REPORT OF THE RAILROAD WAGE COMMISSION

APPENDIX V.

APPLICATION OF INCREASES TO ALL CLASSES OF EMPLOYEES  
OTHER THAN THOSE IN TRAIN AND ENGINE SERVICE.

Except as otherwise stated in this report and appendix the award is to be applied to the straight time wages of each position in the railroad service, as of December 31, 1915.

Inasmuch as there have been reductions of hours by statute and by voluntary action of carriers, we have not dealt with the question as to whether the reductions of hours are tantamount to an increase in wages. In some cases the decreases in daily hours of work did effect an increase in wages arising out of overtime, but in other cases where the railroads conformed to an eight or a nine-hour day, there was no increase in the total monthly compensation. For this reason we have found it altogether impracticable to deal with decreases in hours as being increases in pay.

NO REDUCTION IN CURRENT EARNINGS.

In those cases where increases have been made by the railroads since December 31, 1915 in excess of the amounts stated in the report, page twenty, present wages shall apply, for in no instance shall the application thereof operate to reduce present earnings.

REPORT OF THE RAILROAD WAGE COMMISSION

APPLICATION OF INCREASES TO TIME WORKERS.

The railroads will increase the rate of compensation of time workers as indicated by the schedules of increases included in this appendix. Each worker will accordingly receive an increase in proportion to the time worked.

A. As to the employee who may have been promoted since December 31, 1915, his increase will be based upon the rate of his present position as of December 31, 1915.

B. As to the employee who has been reduced in position, his increase will be based upon the rate of his present position as of December 31, 1915.

C. Overtime is not to be considered solely as the number of hours in excess of the normal hours per month of the position, but rather the time employed in excess of the normal hours per day, and is to be paid for on the basis of the increased wage rate provided for in the schedules of increases included in this appendix.

D. This award shall not disturb existing rules or schedules with respect to payment for overtime.

The rates named herein, under the several headings, "New Rates", where they are higher than the rates in effect in 1915 will

REPORT OF THE RAILROAD WAGE COMMISSION

be applied to the occupants of positions that carried the rates in 1915, stated under the heading "Old Rates".

In all cases where the "New Rates" are lower than the rates now in effect, for occupants of positions that in 1915 carried the rates named under the heading "Old Rates" - the rates now in effect will remain undisturbed.

The standard month upon which the schedule of increases is based, consists of the number of hours (whether 8, 9, 10, 11 or 12) constituting the standard day, multiplied by 26 days for six day workers, and 30 days for 7 day workers. Overtime, where now called for by rules, schedules or agreements, begins at the end of the standard present day.

These rules will apply to foremen, chief clerks and others employed in a supervisory capacity as well as to their subordinates.



REPORT OF THE RAILROAD WAGE COMMISSION

TABLE OF INCREASES OF DAILY WAGES

Old rate per day	New rate per day 26 day mo.	New rate per day 30 day mo.	Old rate per day	New rate per day 26 day mo.	New rate per day 30 day mo.
.75	1.52	1.40	2.25	3.17	3.17
.80	1.57	1.45	2.30	3.24	3.24
.85	1.62	1.50	2.35	3.31	3.31
.90	1.67	1.55	2.40	3.38	3.38
.95	1.72	1.60	2.45	3.45	3.45
1.00	1.77	1.65	2.50	3.53	3.52
1.05	1.82	1.70	2.55	3.60	3.58
1.10	1.87	1.75	2.60	3.67	3.65
1.15	1.92	1.80	2.65	3.74	3.71
1.20	1.97	1.85	2.70	3.81	3.78
1.25	2.02	1.90	2.75	3.88	3.83
1.30	2.07	1.95	2.80	3.95	3.89
1.35	2.12	2.00	2.85	4.02	3.92
1.40	2.17	2.05	2.90	4.09	3.97
1.45	2.22	2.10	2.95	4.16	4.01
1.50	2.27	2.15	3.00	4.23	4.06
1.55	2.32	2.22	3.05	4.30	4.09
1.60	2.37	2.29	3.10	4.36	4.13
1.65	2.42	2.34	3.15	4.41	4.18
1.70	2.47	2.40	3.20	4.48	4.22
1.75	2.52	2.47	3.25	4.55	4.27
1.80	2.57	2.54	3.30	4.60	4.30
1.85	2.65	2.61	3.35	4.65	4.35
1.90	2.72	2.68	3.40	4.70	4.39
1.95	2.77	2.75	3.45	4.72	4.44
2.00	2.82	2.82	3.50	4.77	4.48
2.05	2.89	2.89	3.55	4.80	4.51
2.10	2.96	2.96	3.60	4.85	4.56
2.15	3.03	3.03	3.65	4.90	4.60
2.20	3.10	3.10	3.70	4.95	4.65

REPORT OF THE RAILROAD WAGE COMMISSION

Old rate per day	New rate per day 25 day mo.	New rate per day 30 day mo.	Old rate per day	New rate per day 25 day mo.	New rate per day 30 day mo.
3.75	4.98	4.69	5.25	6.25	5.97
3.80	5.02	4.73	5.30	6.30	6.01
3.85	5.05	4.77	5.35	6.35	6.05
3.90	5.10	4.82	5.40	6.38	6.09
3.95	5.15	4.86	5.45	6.43	6.14
4.00	5.20	4.91	5.50	6.47	6.18
4.05	5.23	4.94	5.55	6.51	6.22
4.10	5.28	4.98	5.60	6.55	6.27
4.15	5.32	5.03	5.65	6.60	6.30
4.20	5.36	5.07	5.70	6.65	6.35
4.25	5.40	5.12	5.75	6.68	6.39
4.30	5.45	5.15	5.80	6.73	6.43
4.35	5.48	5.20	5.85	6.76	6.48
4.40	5.53	5.24	5.90	6.83	6.52
4.45	5.59	5.29	5.95	6.85	6.56
4.50	5.62	5.33	6.00	6.90	6.61
4.55	5.66	5.37	6.05	6.93	6.65
4.60	5.70	5.41	6.10	6.98	6.68
4.65	5.75	5.46	6.15	7.02	6.73
4.70	5.78	5.50	6.20	7.06	6.77
4.75	5.83	5.54	6.25	7.11	6.82
4.80	5.88	5.59	6.30	7.15	6.86
4.85	5.91	5.62	6.35	7.19	6.90
4.90	5.96	5.67	6.40	7.23	6.94
4.95	6.00	5.71	6.45	7.28	6.99
5.00	6.05	5.76	6.50	7.32	7.03
5.05	6.08	5.80	6.55	7.36	7.07
5.10	6.13	5.83	6.60	7.40	7.10
5.15	6.17	5.88	6.65	7.45	7.14
5.20	6.21	5.92	6.70	7.49	7.18

REPORT OF THE RAILROAD WAGE COMMISSION

Old rate per day	New rate per day 26 day mo.	New rate per day 30 day mo.	Old rate per day	New rate per day 26 day mo.	New rate per day 30 day mo.
6.75	7.55	7.22	7.20	7.91	7.60
6.80	7.58	7.27	7.25	7.96	7.65
6.85	7.61	7.31	7.30	7.98	7.69
6.90	7.66	7.35	7.35	8.04	7.73
6.95	7.70	7.39	7.40	8.08	7.78
7.00	7.75	7.44	7.45	8.12	7.82
7.05	7.78	7.46	7.50	8.17	7.86
7.10	7.83	7.52	7.55	8.21	7.92
7.15	7.88	7.56	7.60	8.25	7.96

REPORT OF THE RAILROAD WAGE COMMISSION

**TABLE OF INCREASE IN DAILY RATES**

Reduced to monthly wages on basis of 26 days per month, showing present rates and new rates per month

WAGES			WAGES		
Rates per day	old per mo.	new per mo.	Rates per day	old per mo.	new per mo.
.75	\$19.50	\$39.50	2.25	\$58.50	\$82.48
.80	20.80	40.80	2.30	59.80	84.32
.85	22.10	42.10	2.35	61.10	86.15
.90	23.40	43.40	2.40	62.40	87.98
.95	24.70	44.70	2.45	63.70	89.82
1.00	26.00	46.00	2.50	65.00	91.65
1.05	27.30	47.30	2.55	66.30	93.48
1.10	28.60	48.60	2.60	67.60	95.32
1.15	29.90	49.90	2.65	68.90	97.15
1.20	31.20	51.20	2.70	70.20	98.98
1.25	32.50	52.50	2.75	71.50	100.82
1.30	33.80	53.80	2.80	72.80	102.65
1.35	35.10	55.10	2.85	74.10	104.48
1.40	36.40	56.40	2.90	75.40	106.31
1.45	37.70	57.70	2.95	76.70	108.15
1.50	39.00	59.00	3.00	78.00	109.98
1.55	40.30	60.30	3.05	79.30	111.81
1.60	41.60	61.60	3.10	80.60	113.24
1.65	42.90	62.90	3.15	81.90	114.66
1.70	44.20	64.20	3.20	83.20	116.48
1.75	45.50	65.50	3.25	84.50	118.30
1.80	46.80	66.92	3.30	85.80	119.60
1.85	48.10	68.78	3.35	87.10	120.84
1.90	49.40	70.64	3.40	88.40	122.11
1.95	50.70	71.99	3.45	89.70	122.84
2.00	52.00	73.70	3.50	91.00	124.10
2.05	53.30	75.15	3.55	92.30	124.85
2.10	54.60	76.99	3.60	93.60	126.12
2.15	55.90	78.82	3.65	94.90	127.37
2.20	57.20	80.65	3.70	96.20	128.14

REPORT OF THE RAILROAD WAGE COMMISSION

Rate per day	WAGES		Rate per day	WAGES	
	old per mo.	new per mo.		old per mo.	new per mo.
3.75	\$97.50	129.39	5.50	143.00	168.30
3.80	98.80	130.64	5.55	144.30	169.18
3.85	100.10	131.42	5.60	145.60	170.38
3.90	101.40	132.67	5.65	146.90	171.58
3.95	102.70	133.91	5.70	148.20	172.48
4.00	104.00	135.15	5.75	149.50	173.87
4.05	105.30	135.95	5.80	150.80	174.87
4.10	106.60	137.19	5.85	152.10	175.77
4.15	107.90	138.42	5.90	153.40	177.54
4.20	109.20	139.23	5.95	154.70	178.15
4.25	110.50	140.47	6.00	156.00	179.51
4.30	111.80	141.70	6.05	157.30	180.25
4.35	113.10	142.52	6.10	158.60	181.44
4.40	114.40	143.76	6.15	159.90	182.64
4.45	115.70	145.23	6.20	161.20	183.54
4.50	117.00	146.20	6.25	162.50	184.73
4.55	118.30	147.04	6.30	163.80	185.93
4.60	119.60	148.26	6.35	165.10	186.83
4.65	120.90	149.48	6.40	166.40	188.03
4.70	122.20	150.32	6.45	167.70	189.22
4.75	123.50	151.53	6.50	169.00	190.40
4.80	124.80	152.76	6.55	170.30	191.33
4.85	126.10	153.60	6.60	171.60	192.80
4.90	127.40	154.83	6.65	172.90	193.68
4.95	128.70	156.04	6.70	174.20	194.60
5.00	130.00	157.25	6.75	175.50	195.79
5.05	131.30	158.11	6.80	176.80	196.97
5.10	132.60	159.32	6.85	178.10	197.90
5.15	133.90	160.53	6.90	179.40	199.08
5.20	135.20	161.40	6.95	180.70	200.27
5.25	136.50	162.61			
5.30	137.80	163.82			
5.35	139.10	164.68			
5.40	140.40	165.90			
5.45	141.70	167.09			

REPORT OF THE RAILROAD WAGE COMMISSION

WAGES			WAGES		
Rates per day	old per mo	new per mo.	Rates per day	old per mo.	new per mo.
7.00	182.00	201.46	8.50	221.00	234.59
7.05	183.30	202.38	8.55	222.30	235.55
7.10	184.60	203.56	8.60	223.60	236.73
7.15	185.90	204.75	8.65	224.90	237.90
7.20	187.20	205.68	8.70	226.20	238.86
7.25	188.50	206.86	8.75	227.50	240.01
7.30	189.80	207.28	8.80	228.80	241.19
7.35	191.10	208.97	8.85	230.10	242.16
7.40	192.40	210.14	8.90	231.40	243.32
7.45	193.70	211.33	8.95	232.70	244.48
7.50	195.00	212.49	9.00	234.00	245.61
7.55	196.30	213.44	9.05	235.30	246.62
7.60	197.60	214.61	9.10	236.60	247.79
7.65	198.90	215.79	9.15	237.90	248.94
7.70	200.20	216.74	9.20	239.20	249.92
7.75	201.50	218.14	9.25	240.50	250.00
7.80	202.80	219.08	9.30	241.80	250.00
7.85	204.10	220.02	9.35	243.10	250.00
7.90	205.40	221.20	9.40	244.40	250.00
7.95	206.70	222.37	9.45	245.70	250.00
8.00	208.00	223.56	9.50	247.00	250.00
8.05	209.30	224.50	9.55	248.30	250.00
8.10	210.60	225.68	9.60	249.60	250.00
8.15	211.90	226.84			
8.20	213.20	227.80			
8.25	214.50	228.96			
8.30	215.80	230.13			
8.35	217.10	231.09			
8.40	218.40	232.27			
8.45	219.70	233.43			

REPORT OF THE RAILROAD WAGE COMMISSION

TABLE OF INCREASES IN DAILY RATES

(Reduced to monthly wages on basis of 30 days  
per month, present rates and new rates per month.)

WAGES			WAGES		
Rates per day	Old per mo.	New per mo.	Rates per day	Old per mo.	New per mo.
.75	\$23.25	\$43.25	2.25	\$ 69.75	\$98.35
.80	24.80	44.80	2.30	71.30	100.53
.85	26.35	46.35	2.35	72.85	102.72
.90	27.90	47.90	2.40	74.40	104.90
.95	29.45	49.45	2.45	75.95	107.09
1.00	31.00	51.00	2.50	77.50	109.28
1.05	32.55	52.55	2.55	79.05	111.46
1.10	34.10	54.10	2.60	80.60	113.19
1.15	35.65	55.65	2.65	82.15	115.01
1.20	37.20	57.20	2.70	83.70	117.18
1.25	38.75	58.75	2.75	85.25	118.81
1.30	40.30	60.30	2.80	86.80	120.43
1.35	41.85	61.85	2.85	88.35	121.51
1.40	43.40	63.40	2.90	89.90	123.12
1.45	44.95	64.95	2.95	91.45	124.21
1.50	46.50	66.50	3.00	93.00	125.80
1.55	48.05	68.71	3.05	94.55	126.91
1.60	49.60	70.93	3.10	96.10	128.00
1.65	51.15	72.63	3.15	97.65	129.59
1.70	52.70	74.31	3.20	99.20	130.70
1.75	54.25	76.49	3.25	100.75	132.27
1.80	55.80	78.68	3.30	102.30	133.39
1.85	57.35	80.86	3.35	103.85	134.96
1.90	58.90	83.05	3.40	105.40	136.08
1.95	60.45	85.23	3.45	106.95	137.64
2.00	62.00	87.42	3.50	108.50	138.76
2.05	63.55	89.61	3.55	110.05	139.90
2.10	65.10	91.79	3.60	111.60	141.44
2.15	66.65	93.98	3.65	113.15	142.58
2.20	68.20	96.16	3.70	114.70	144.13

REPORT OF THE RAILROAD WAGE COMMISSION

WAGES			WAGES		
RATES per day	Old per mo.	New per mo.	RATES Per day	Old per mo.	New per mo.
3.75	\$116.25	\$145.26	5.50	\$170.50	\$191.54
3.80	117.80	146.65	5.55	172.05	192.73
3.85	119.35	147.95	5.60	173.60	194.21
3.90	120.90	149.48	5.65	175.15	195.40
3.95	122.45	150.60	5.70	176.70	196.86
4.00	124.00	152.15	5.75	178.25	198.07
4.05	125.55	153.31	5.80	179.80	199.52
4.10	127.10	154.46	5.85	181.35	200.74
4.15	128.65	155.98	5.90	182.90	202.20
4.20	130.20	157.13	5.95	184.45	203.39
4.25	131.75	158.65	6.00	186.00	204.86
4.30	133.30	159.81	6.05	187.55	206.06
4.35	134.85	161.32	6.10	189.10	207.27
4.40	136.40	162.49	6.15	190.65	208.73
4.45	137.95	163.99	6.20	192.20	209.92
4.50	139.50	166.15	6.25	193.75	211.38
4.55	141.05	166.33	6.30	195.30	212.58
4.60	142.60	167.83	6.35	196.85	214.04
4.64	144.15	169.00	6.40	198.40	215.24
4.70	145.70	170.50	6.45	199.95	216.70
4.75	147.25	171.68	6.50	201.50	217.90
4.80	148.80	173.17	6.55	203.05	219.13
4.85	150.35	174.35	6.60	204.60	220.56
4.90	151.90	175.84	6.65	206.15	221.78
4.95	153.45	177.02	6.70	207.70	223.24
5.00	155.00	178.50	6.75	209.25	224.44
5.05	156.55	179.69	6.80	210.80	225.89
5.10	158.10	180.87	6.85	212.35	227.11
5.15	159.65	182.35	6.90	213.90	228.55
5.20	161.20	183.54	6.95	215.45	229.76
5.25	162.75	185.01	7.00	217.00	231.19
5.30	164.30	186.22	7.05	218.55	232.43
5.35	165.85	187.68	7.10	220.10	233.64
5.40	167.40	188.88	7.15	221.65	235.08
5.45	168.95	190.34	7.20	223.20	236.80



REPORT OF THE RAILROAD WAGE COMMISSION

WAGES			WAGES		
Rates per day	Old per mo.	New per mo.	Rates per day	Old per mo.	New per mo.
7.25	\$224.75	\$237.74	7.75	\$240.25	\$250.00
7.30	226.30	248.96	7.80	241.80	250.00
7.35	227.85	240.38	7.85	243.35	250.00
7.40	229.40	241.63	7.90	244.90	250.00
7.45	230.95	243.05	7.95	246.45	250.00
7.50	232.50	244.28	8.00	248.00	250.00
7.55	234.05	245.50	8.05	249.55	250.00
7.60	235.60	246.93			
7.65	237.15	248.15			
7.70	238.70	249.58			

REPORT OF THE RAILROAD WAGE COMMISSION

Table of increased rates per hour for compensation  
of hourly workers showing old rates in Column 1 and  
new rates per hour for 8, 9, 10, 11, and 12 hour  
workers. - Above 12 hours same as 12.

Old Hourly rates of pay in cents	NEW RATES IN CENTS PER HOUR				
	8 hours	9 hours	10 hours	11 hours	12 hours
10	19.75	18.50	17.75	17.00	16.50
10.5	20.25	19.00	18.25	17.50	17.00
11	20.75	19.50	18.75	18.00	17.50
11.5	21.25	20.00	19.25	18.50	18.00
12	21.75	20.50	19.75	19.00	18.50
12.5	22.25	21.00	20.25	19.50	19.00
13	22.75	21.50	20.75	20.00	19.50
13.5	23.25	22.00	21.25	20.50	20.00
14	23.75	22.50	21.75	21.00	20.50
14.5	24.25	23.00	22.25	21.50	21.00
15	24.75	23.50	22.75	22.00	21.50
15.5	25.25	24.00	23.25	22.50	22.25
16	25.75	24.50	23.75	23.00	23.00
16.5	26.25	25.00	24.25	23.75	23.75
17	26.75	25.50	24.75	24.50	24.00
17.5	27.25	26.00	25.00	25.00	24.75
18	27.75	26.50	25.75	25.50	25.50
18.5	28.25	27.00	27.25	26.25	26.25
19	28.75	27.50	27.25	27.00	27.00
19.5	29.25	28.00	27.75	27.50	27.50
20	29.75	28.75	28.50	28.25	28.25
20.5	30.25	29.50	29.00	29.00	29.00
21	30.75	30.00	29.75	29.75	29.75
21.5	31.25	30.75	30.50	30.50	30.50
22	31.75	31.25	31.00	31.00	31.00
22.5	32.25	31.75	31.75	31.75	31.75
23	33.00	32.50	32.50	32.50	32.50
23.5	33.75	33.25	33.25	33.25	33.25
24	34.50	34.00	34.00	34.00	34.00
24.5	35.00	34.50	34.50	34.75	34.75

REPORT OF THE RAILROAD WAGE COMMISSION

Old Hourly rates of pay in cents	<u>NEW RATES IN CENTS PER HOUR</u>				
	8 hours	9 hours	10 hours	11 hours	12 hours
25	35.50	35.25	35.25	35.25	35.25
25.5	36.00	36.00	36.00	36.00	36.00
26	36.75	36.75	36.75	36.75	36.50
26.5	37.50	37.50	37.50	37.50	37.25
27	38.25	38.00	38.00	38.25	38.00
27.5	39.00	38.75	38.75	39.00	38.50
28	39.50	39.50	39.50	39.50	38.75
28.5	40.25	40.25	40.25	40.00	39.25
29	41.00	41.00	41.00	40.75	39.75
29.5	41.75	41.75	41.75	41.50	40.00
30	42.50	42.50	42.50	42.00	40.50
30.5	43.25	43.00	43.00	42.25	41.00
31	43.75	43.75	43.75	42.75	41.50
31.5	44.50	44.50	44.25	43.00	41.75
32	45.25	45.25	45.00	43.50	42.25
32.5	46.00	46.00	45.50	44.00	42.50
33	46.75	46.50	46.00	44.50	43.25
33.5	47.25	47.25	46.50	45.00	43.50
34	48.00	48.00	46.75	45.25	43.75
34.5	48.75	48.50	47.25	45.75	44.25
35	49.50	49.00	47.75	46.00	44.75
35.5	50.25	49.75	48.00	46.50	45.25
36	51.00	50.50	48.50	47.00	45.50
36.5	51.50	51.00	49.00	47.50	46.00
37	52.25	51.50	49.50	48.00	46.50
37.5	53.00	52.00	49.75	48.25	47.00
38	53.75	52.25	50.25	48.75	47.25
38.5	54.00	52.50	50.75	49.00	47.75
39	54.75	53.00	51.00	49.50	48.25
39.5	55.50	53.50	51.50	50.00	48.50

REPORT OF THE RAILROAD WAGE COMMISSION

Old Hourly rates of pay in cents.	NEW RATES IN CENTS PER HOUR				
	8 hours	9 hours	10 hours	11 hours	12 hours
40	56.00	54.00	52.00	50.25	49.00
40.5	56.75	54.50	52.50	50.75	49.50
41	57.25	55.00	52.75	51.25	50.00
41.5	57.75	55.25	53.25	51.75	50.25
42	58.25	55.75	53.75	52.00	50.75
42.5	58.50	56.00	54.00	52.50	51.25
43	59.00	56.50	54.50	53.00	51.50
43.5	59.50	57.00	55.00	53.25	52.00
44	60.00	57.50	55.50	53.75	52.50
44.5	60.25	57.75	55.75	54.25	53.00
45	60.75	58.25	56.25	54.75	53.25
45.5	61.25	58.50	56.75	55.00	53.75
46	61.50	59.00	57.00	55.50	54.25
46.5	62.00	59.50	57.50	56.00	54.50
47	62.50	60.00	58.00	56.25	55.00
47.5	63.00	60.25	58.50	56.75	55.50
48	63.25	60.75	58.75	57.25	55.75
48.5	63.75	61.25	59.25	57.75	56.25
49	64.25	61.75	59.75	58.00	56.75
49.5	64.75	62.25	60.00	58.50	57.00
50	65.00	62.50	60.50	59.00	57.75
50.5	65.25	62.75	61.00	59.25	58.00
51	65.75	63.25	61.50	59.75	58.25
51.5	66.25	63.75	61.75	60.25	58.75
52	66.50	64.25	62.25	60.50	59.25
52.5	67.00	64.75	62.50	61.00	59.75
53	67.50	65.00	63.00	61.50	60.00
53.5	68.00	65.50	63.50	61.75	60.50
54	68.25	66.00	64.00	62.25	61.00
54.5	68.75	66.25	64.25	62.75	61.25

REPORT OF THE RAILROAD WAGE COMMISSION

Old Hourly rates of pay in cents.	NEW RATES IN CENTS PER HOUR				
	8 hours	9 hours	10 hours	11 hours	12 hours
55	69.25	66.75	64.75	63.00	61.75
55.5	69.75	67.25	65.25	63.50	62.25
56	70.00	67.50	65.75	64.00	62.75
56.5	70.50	68.00	66.00	64.50	63.00
57	71.00	68.50	66.50	64.75	63.50
57.5	71.50	69.00	67.00	65.25	64.00
58	71.75	69.25	67.25	65.75	64.50
58.5	72.25	69.75	67.75	66.00	64.75
59	72.75	70.00	68.25	66.50	65.25
59.5	73.25	70.50	68.50	67.00	65.75
60	73.50	71.00	69.00	67.50	66.00
60.5	74.00	71.50	69.50	67.75	66.50
61	74.50	72.00	70.00	68.25	67.00
61.5	74.75	72.25	70.25	68.75	67.25
62	75.25	72.75	70.75	69.00	67.75
62.5	75.75	73.00	71.25	69.50	68.25
63	76.00	73.50	71.50	70.00	68.50
63.5	76.50	74.00	72.00	70.50	69.00
64	76.75	74.50	72.50	70.75	69.50
64.5	77.25	75.00	73.00	71.25	69.75
65	77.75	75.25	73.25	71.75	70.25
65.5	78.25	75.75	73.75	72.00	70.75
66	78.50	76.00	74.25	72.50	71.25
66.5	79.00	76.50	74.50	73.00	71.50
67	79.50	77.00	75.00	73.25	72.00
67.5	80.00	77.50	75.50	73.75	72.50
68	80.25	77.75	75.75	74.25	72.75
68.5	80.75	78.25	76.25	74.75	73.25
69	81.25	78.75	76.75	75.00	73.75
69.5	81.50	79.00	77.25	75.50	74.25
70	82.00	79.50	77.50	76.00	74.50
70.5	82.50	80.00	78.00	76.25	75.00
71	83.00	80.25	78.50	76.75	75.50
71.5	83.25	80.75	78.75	77.25	75.75
72	83.75	81.25	79.25	77.75	76.25

REPORT OF THE RAILROAD WAGE COMMISSION

Old Hourly Rates Of Pay In Cents	<u>NEW RATES IN CENTS PER HOUR</u>				
	8 Hours	9 Hours	10 Hours	11 Hours	12 Hours
72.5	84.25	81.75	79.75	78.00	76.75
73	84.50	82.00	80.00	78.50	77.00
73.5	85.00	82.50	80.50	78.75	77.50
74	85.50	82.75	81.00	79.25	78.00
74.5	86.00	83.25	81.25	79.75	78.25
75	86.50	83.75	81.75	80.00	78.75
75.5	86.75	84.25	82.00	80.50	79.25
76	87.00	84.50	82.50	81.00	79.50
76.5	87.50	85.00	83.00	81.50	80.00
77	88.00	85.50	83.50	81.75	80.50
77.5	88.25	85.75	84.00	82.25	81.00
78	88.75	86.25	84.25	82.50	81.25
78.5	89.25	86.75	84.75	83.00	81.75
79	89.75	87.25	85.25	83.50	82.25
79.5	90.00	87.50	85.50	84.00	82.50
80	90.50	88.00	86.00	84.50	83.00
80.5	91.00	88.50	86.50	84.75	83.00
81	91.25	88.75	87.00	85.25	83.00
81.5	91.75	89.25	87.25	85.50	83.00
82	92.25	89.75	87.75	86.00	83.00
82.5	92.75	90.00	88.00	86.50	83.00
83	93.00	90.50	88.50	87.00	83.00
83.5	93.50	91.00	89.00	87.50	
84	94.00	91.50	89.50	87.75	
84.5	94.50	91.75	89.75	88.25	
85	94.75	92.25	90.25	88.50	
85.5	95.25	92.50	90.75	89.00	
86	95.75	93.00	91.00	89.50	
86.5	96.00	93.50	91.50	90.00	
87	96.50	94.00	92.00	90.25	
87.5	97.00	94.50	92.50	90.75	
88	97.25	94.75	92.75	90.75	
88.5	97.75	95.25	93.25	90.75	
89	98.25	95.50	93.50	90.75	
89.5	98.50	96.00	94.00	90.75	

REPORT OF THE RAILROAD WAGE COMMISSION

Old Hourly Rates Of Pay In Cents	NEW RATES IN CENTS PER HOUR				
	8 Hours	9 Hours	10 Hours	11 Hours	12 Hours
90	99.00	96.50	94.50	90.75	
90.5	99.50	97.00	95.00	90.75	
91	99.75	97.50	95.50		
91.5	100.25	97.75	95.75		
92	100.75	98.25	96.25		
92.5	101.25	98.50	96.50		
93	101.50	99.00	97.00		
93.5	102.00	99.50	97.50		
94	102.50	100.00	98.00		
94.5	102.75	100.25	98.25		
95	103.25	100.75	98.75		
95.5	103.75	101.25	99.25		
96	104.25	101.50	99.50		
96.5	104.50	102.00	99.50		
97	105.00	102.50	99.50		
97.5	105.50	102.75	99.50		
98	106.00	103.25	99.50		
98.5	106.25	103.75	99.50		
99	106.75	104.25	99.50		
99.5	107.25	104.50	99.50		
100	107.50	105.00			
100.5	108.00	105.50			
101	108.25	106.00			
101.5	108.75	106.25			
102	109.25	106.75			
102.5	109.75	107.00			
103	110.00	107.50			
103.5	110.50	108.00			
104	111.00	108.50			
104.5	111.25	108.75			
105	111.75	109.25			
105.5	112.25	109.75			
106	112.75	110.00			
106.5	113.00	110.50			
107	113.50	110.50			

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Old Hourly Rates Of Pay In Cents	8 Hours	NEW RATES IN CENTS PER HOUR			
		9 Hours	10 Hours	11 Hours	12 Hours
107.5	114.00	110.50			
108	114.25	110.50			
108.5	114.75	110.50			
109	115.25	110.50			
109.5	115.75	110.50			
110	116.00	110.50			
110.5	116.50	110.50			
111	117.00				
111.5	117.25				
112	117.75				
112.5	118.25				
113	118.50				
113.5	119.00				
114	119.50				
114.5	119.50				
115	119.50				
115.5	119.50				
116	119.50				
116.5	119.50				
117	119.50				
117.5	119.50				
118	119.50				
118.5	119.50				
119	119.50				
119.5	119.50				



REPORT OF THE RAILROAD WAGE COMMISSION

ILLUSTRATION OF APPLICATION OF RATES TO EMPLOYEES

ON A DAILY RATE OF PAY

Sectionman C was employed in 1918, but not in 1915. The rate of pay on the division where he is employed in 1918, in 1915 was \$1.10 per day of 12 hours, 7 days a week. The 1918 rate of pay is, on the same division, \$1.50 per day, for the same hours. The monthly rate in 1915 was therefore \$33. It is now \$45.00. Under the Commission's plan of increases he will be entitled to \$53.00 per month (\$20 increase), or \$8 per month more than his present rate for straight time. He will therefore, be entitled to receive from January 1st to April 30th, \$32.00 back pay and in the future to receive \$53 per month of 360 hours. His back pay will be computed in the same manner for all overtime worked since January 1, 1918.

EMPLOYEES ON AN HOURLY RATE OF PAY

Machinist "D" was employed in the same shop in 1915 and in 1918 on the same class of work. His hourly rate in 1915 was 35 cents for 9 hours, 26 days a month. He was paid for overtime and Sunday work at time and one-half. In 1918 his hours were reduced to 8 and his rate increased to 40 cents.

According to the Commission's plan his increase will be computed on the basis of his standard 1915 hours at the 1915 rate,

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vis: 254 hours per month, \$81.90 per month, entitling him to 40 per cent increase in his hourly rate, or 49 cents per hour. In 1918, from January 1st to April 30, he worked 254 hours per month, or an average of 1 hour daily overtime, on the 1918 schedule. This for four months gives him 104 hours overtime. He has been paid as follows:

832 hours straight time at 40¢	\$332.80
104 hours overtime at 60¢	<u>62.40</u>
	\$395.20

His back pay will be computed as follows;

832 hours straight time at 49¢ per hr.	\$407.68
104 hours overtime at 73½¢ per hour,	<u>76.44</u>
	\$484.12

Deduct payment at 1918 rates,	<u>595.20</u>
Back pay due,	\$ 88.92

and his future rate per hour will be 49 cents.

If the rate per hour for this particular position had been increased to 50 cents on January 1st, 1918, there would be no back pay due, and the rate of 50 cents per hour will be continued.

In the case of machinist "E" who was employed in a shop where the rate for his position was 35 cents per hour for 8 hours work in 1915, with time and one-half for overtime, but in the same position and same shop with the same hours in 1918 his rate is 45 cents per hour; his earnings in 1915 in the standard 208 hour month would be \$72.80 per month, and he would be entitled to 41 per cent increase in his hourly rate, vis: to 49½¢ per hour. His straight time and overtime earnings and back pay would be computed in exactly the same manner as machinist "D". The principles illustrated will

REPORT OF THE RAILROAD WAGE COMMISSION

apply to all men paid by the hour, whatever their occupation may be.

To Employees on a Monthly Rate of Pay

Chief Clerk A occupied the same position in 1915 and in 1918

1915 Salary - \$150.00 Per Month  
1918 Salary - \$175.00 Per Month

Commission's basis of increase on salaries of \$150 per month is 16.17 percent, or \$24.25 per month. Increased salary under Commission's plan, \$174.25; present salary \$175.00. Present salary undisturbed.

Clerk B in 1915 received \$100, and on the same desk in 1918 received \$112.50 per month. Commission's basis of increase on \$100, 31.75 percent, or \$31.75. Increased salary under Commission's plan, \$131.75. Present salary \$112.50. Clerk B is entitled to receive back pay from January 1st to date of the award, at the rate of \$19.25 (the difference between \$131.75 and \$112.50) and to receive monthly, hereafter, \$131.75 instead of \$112.50. Back pay due January 1 to April 30, \$77.00.

REPORT OF THE RAILROAD WAGE COMMISSION

EXAMPLES FROM PAY ROLLS OF APPLICATION  
OF COMMISSION'S PLAN.

-----  
MONTHLY

1. Clerk in 1916 received \$100 per month,  
entitled him, under Commission's  
plan to \$131.75
- His salary had been raised for same  
position in 1918 to 135.00
- He is not, therefore, entitled to any  
advance.

-----  
MONTHLY

2. Clerk in 1916 received \$100 per month,  
entitles him under Commission's  
plan to \$131.75
- His salary had been raised for the same  
position in 1918 to 110.00
- Difference in pay one month 21.75
- four months (Jan. 1 to Apr. 30) 87.00

REPORT OF THE RAILROAD WAGE COMMISSION

DAILY

3. Machinist 1916 \$4.05 increased by Commission's plan to \$5.23 per day	\$135.95
1918 his pay was raised for same work to \$5.05 per day, equal per mo.	<u>131.30</u>
Difference in pay 1 month	<u>4.65</u>
4 months	18.60
An 8 hr. 26 day month both years.	
Worked 62 hours over time at time and one- half 1918 rate 65.5¢	
plus 1/2 <u>32.75</u> 98.25¢ \$60.92	
Was paid 62 hours over time at time 63.12	
plus 1/2 <u>31.56</u> 94.68¢ <u>\$58.70</u>	2.22
Total back pay due January 1st to April 30, 1918	20.82

-----O-----

HOURLY

4. Machinist worked 8 hours per day 27 days in January, 1918 216 hours at 34¢	
Rate under Commission ruling 48¢ equals	103.68
1918 his pay was 37 1/2¢ per hour 216 hours at 37 1/2¢ equals	<u>81.00</u>
Difference in one month	22.68
Four months (January 1st to April 30)	<u>90.72</u>
Worked 90 hours over time at time and one-half 72¢, Commission's rate \$64.80	
Was paid 56 1/2¢ (time and one-half) <u>50.63</u>	<u>14.17</u>
Balance due January 1st to April 30th, 1918	\$104.89

REPORT OF THE RAILROAD WAGE COMMISSION

APPLICATION OF INCREASES TO PIECEWORKERS.

The piece-worker shall receive for each hour worked, the same ratio of increase per hour as is awarded to the hourly worker engaged in similar employment in the same shop.

If the hourly rate has been increased since 1915 to an amount greater than the increase awarded by this Commission, then the higher rate shall prevail.

Where there was no piece rate for an item or operation in the piece rate schedule of 1915, adjust the current price by such an amount as a similar item or operation has been increased or decreased since December 31, 1915, or as near such a plan as practicable.

It is understood that the application of the schedule shall not, in any case, operate to reduce current earnings.

It is also understood that a reduction of hours since December 31, 1915, is not to be considered a wage increase under this award, and this must be considered when increases are absorbed in current rates.

When a pieceworker works overtime or undertime, he shall receive that proportion of the increase provided in the schedule, which the time actually worked bears to the normal time in the position.

It is not intended that this award shall disturb existing rules or schedules with respect to payment for overtime.

REPORT OF THE RAILROAD WAGE COMMISSION

Overtime is not to be considered solely as the number of hours employed in excess of the normal hours per month in the position, but rather the time employed in excess of the normal hours per day.

ILLUSTRATION OF APPLICATION  
OF INCREASES TO PIECE-WORKERS

Journeyman "F" was employed under a piece-work schedule in a shop where the basic hourly rate was 35 cents for 8 hours, with time and one-half for overtime. This rate under the Commission's plan illustrated above will be increased to  $49\frac{1}{2}$ ¢ per hour. Difference  $14\frac{1}{2}$  cents.

Entirely regardless of the schedule of piece rates under which he is paid, under this award "F" will be entitled to receive  $14\frac{1}{2}$ ¢ per hour in addition to his piece-work earnings for every hour worked in 1918 unless the hourly rate shall in the interim have been raised and a proportionate increase made in the piece-work schedule.

For example: Assume that "F" made \$90 in January 1915 at his piece-work. At the hourly rate he would have earned only \$72.80 and his hourly rate must therefore be increased 41 percent to  $49\frac{1}{2}$  cents.

If in 1918 he has attained sufficient skill to earn \$100 on the same piece-work schedule, he will be entitled, under this Commission's award to receive, nevertheless  $14\frac{1}{2}$ ¢ per hour for each hour of straight time worked, and for each hour of overtime  $21\frac{3}{4}$ ¢ additional (time and one-half for overtime).

REPORT OF THE RAILROAD WAGE COMMISSION

Assume that in the four months, January 1 to April 30, "F" has worked 832 hours straight time, and 104 hours overtime, and has, at his piece-work schedule earned \$400. He will be entitled, nevertheless, to receive as back pay, the following amount:

832 hours at $14\frac{1}{2}\%$ per hour,	\$120.64
104 hours at $21\frac{3}{4}\%$ per hour,	<u>22.62</u>
	\$143.26

But if in January, 1918, the basic hourly rate had been increased to 50 cents, and this increase had been correspondingly expressed in his piece-work schedule, he would be entitled to no back pay. If on the other hand, the hourly rate had been increased from 35 in 1915 to 45 in 1918, and this increase had been expressed in a corresponding increase in the piece-work schedule, then "F" would be entitled to receive back pay at  $4\frac{1}{2}$  cents per hour for straight time and  $6\frac{3}{4}$  cents per hour overtime.

If the practice in the shop, however, had been to pay pro rata for overtime, then the rate for such overtime since January 1, 1918, would be pro rata at  $4\frac{1}{2}$  cents, or  $14\frac{1}{2}\%$  cents per hour, according to whether piece rates had been or had not been increased.

Example from Pay Roll, Showing  
Application of Commission's  
Rates.

PIECE-WORK

5. Machinist 1915 rate  $38\frac{1}{2}\%$  which at Commission's rate for 8 hours per day entitled him to 54.50¢ per hour. His basic rate had by 1918 been raised 12¢ to 42.5¢ per hour. Piece-work rates had not been raised in the interval.



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This man earned in 208 hours \$100. He is entitled to a raise of 12¢ per hour.

12¢ X 208	one month	24.96
	four months	97.84.

REPORT OF THE RAILROAD WAGE COMMISSION

APPENDIX VI

**APPLICATION OF INCREASES TO EMPLOYEES IN THE  
TRAIN AND ENGINE SERVICE.**

In the body of the report it is stated that a plan has been devised for translating the increases applied to employees generally into mileage rates as applicable to employees in the train and engine service of the railroad.

The plan may be simply stated as follows:

There are nine classes of train and engine employees in the I. C. O's Classification. We have computed the average monthly earnings of each of these classes for the fiscal year 1915. We have applied to the mileage rates paid to these classes in 1915, the same rate per cent which we award to those other employees whose monthly straight time wages equal that average. These percentages are included in the table of increases found at page 20 and following, in the main body of the report. This process is more clearly disclosed by the following table:

	Average Monthly Earnings 1915.	Rate % Increase in Mileage rates
Road freight engineers & Motormen	152.75	15½
Road Freight firemen and Helpers,	94.10	34½
Road Freight conductors,	151.59	20½
Road Freight Bagmen and Flagmen	85.83	39½

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Road Passenger Engineers & Motormen	178.46	11 $\frac{1}{2}$
Road Passenger Firemen and Helpers	106.87	28 $\frac{1}{2}$
Road Passenger Conductors	153.57	15 $\frac{1}{2}$
Road Passenger Baggage-men	87.03	38 $\frac{1}{2}$
Road Passenger Brakemen & Flagmen	85.23	39 $\frac{1}{2}$

We have worked out the actual application of this percentage system, and in the computations appearing in the tables following, the rate for 1915 appears under the heading "Old" and the increased rates under the heading "New".

By reference to this table it will be seen that the rates for passenger engineers and motormen in 1915, ranging from \$4.10 per 100 miles, to \$7.00 per 100 miles, will be substituted by new rates ranging from \$4.56 per 100 miles to \$7.79 per 100 miles.

This plan will apply to all employees of the train and engine service who are paid on the mileage basis. There are some railroads in the United States upon which men in the train and engine service are paid on a monthly wage. Such employees will be entitled to the increased rates named in Appendix V.

Rates for overtime as now in effect, shall be increased by the same percentage as straight time rates.

REPORT OF THE RAILROAD WAGE COMMISSION

Table Showing Increased Rates per 100 Miles.

Passenger Engineers		Passenger Firemen		Passenger Conductors		Passenger Baggagemen		Passenger Trainmen	
Old	New	Old	New	Old	New	Old	New	Old	New
\$4.10	\$4.56	\$1.91	\$2.46	\$2.50	\$2.89	\$1.40	\$1.94	\$1.35	\$1.88
4.15	4.62	2.25	2.90	2.60	3.00	1.45	2.00	1.43	1.99
4.20	4.67	2.33	3.00	2.68	3.10	1.49	2.06	1.46	2.04
4.25	4.73	2.34	3.01	2.75	3.18	1.54	2.13	1.47	2.05
4.30	4.78	2.40	3.09	2.90	3.35	1.61	2.24	1.49	2.08
4.35	4.84	2.42	3.12	3.47	4.01	1.65	2.28	1.50	2.09
4.40	4.90	2.45	3.15			1.70	2.35	1.55	2.16
4.45	4.95	2.50	3.22			2.00	2.77	1.60	2.23
4.50	5.01	2.51	3.23					1.67	2.61
4.53	5.04	2.55	3.28						
4.55	5.06	2.60	3.35						
4.60	5.12	2.62	3.37						
4.65	5.17	2.65	3.41						
4.70	5.23	2.69	3.46						
4.75	5.28	2.70	3.48						
4.78	5.32	2.75	3.54						
4.80	5.34	2.76	3.55						
4.90	5.45	2.78	3.58						
4.95	5.51	2.80	3.61						
5.00	5.56	2.84	3.66						
5.05	5.62	2.85	3.67						
5.13	5.71	2.90	3.73						
5.15	5.73	2.95	3.80						
5.28	5.87	3.00	3.86						
5.35	5.95	3.05	3.93						
5.40	6.01	3.10	3.99						
5.53	6.15	3.15	4.06						
5.55	6.17	3.20	4.12						
5.65	6.29	3.30	4.25						
5.90	6.56	3.35	4.31						
6.00	6.68	3.40	4.38						
6.05	6.73	3.45	4.44						
6.25	6.95	3.60	4.64						
6.30	7.01	3.75	4.83						
6.50	7.29	4.00	5.15						
7.00	7.79	4.15	5.34						
		4.25	5.47						

REPORT OF THE RAILROAD WAGE COMMISSION

Table Showing Increased Rates per 100 Miles.

Freight Engineers.		Freight Firemen.		Freight Conductors.		Freight Brakemen and Flamen.	
Old	New	Old	New	Old	New	Old	New
\$4.25	\$4.91	\$2.25	\$3.02	\$2.31	\$2.78	\$1.60	\$2.23
4.50	5.20	2.36	3.17	2.90	3.49	1.89	2.64
4.70	5.43	2.45	3.29	3.46	4.17	1.93	2.69
4.75	5.49	2.47	3.32	3.63	4.37	2.14	2.99
4.80	5.54	2.50	3.36	3.85	4.64	2.25	3.14
4.85	5.60	2.56	3.44	3.90	4.70	2.33	3.25
4.86	5.61	2.59	3.48	3.975	4.79	2.40	3.35
4.87	5.62	2.60	3.49	4.00	4.82	2.42	3.38
4.88	5.64	2.70	3.63	4.10	4.94	2.48	3.46
4.89	5.65	2.75	3.69	4.13	4.98	2.60	3.63
4.90	5.66	2.78	3.73	4.165	5.02	2.62	3.65
4.95	5.72	2.81	3.77	4.18	5.04	2.65	3.70
4.97	5.74	2.85	3.83	4.24	5.11	2.67	3.72
5.00	5.78	2.87	3.85	4.25	5.12	2.70	3.77
5.05	5.83	2.90	3.89	4.27	5.15	2.72	3.79
5.06	5.84	2.93	3.93	4.38	5.28	2.75	3.84
5.10	5.89	2.95	3.96	4.40	5.30	2.78	3.88
5.13	5.93	3.00	4.03	4.42	5.33	2.80	3.91
5.145	5.95	3.01	4.04	4.43	5.34	2.82	3.93
5.15	5.95	3.03	4.07	4.48	5.40	2.83	3.95
5.17	5.97	3.04	4.08	4.50	5.42	2.85	3.98
5.20	6.01	3.05	4.09	4.51	5.43	2.88	4.02
5.25	6.06	3.07	4.12	4.52	5.45	2.95	4.12
5.28	6.10	3.10	4.16	4.53	5.46	2.98	4.16
5.30	6.12	3.13	4.20	4.54	5.47	2.99	4.17
5.33	6.16	3.15	4.23	4.55	5.48	3.00	4.19
5.35	6.18	3.16	4.24	4.63	5.58	3.02	4.21
5.39	6.23	3.19	4.28	4.64	5.59	3.10	4.32
5.40	6.24	3.20	4.30	4.66	5.62	3.13	4.37
5.43	6.27	3.22	4.32	4.74	5.71	3.14	4.38
5.45	6.29	3.23	4.34	4.77	5.75	3.15	4.39
5.50	6.35	3.245	4.355	4.80	5.78	3.20	4.46
5.55	6.41	3.25	4.36	4.83	5.82	3.21	4.48
5.555	6.415	3.30	4.43	4.84	5.83	3.25	4.53
5.60	6.47	3.35	4.50	4.86	5.86	3.29	4.59

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Table Showing Increased Rates per 100 Miles.

Freight Engineers.		Freight Firemen		Freight Conductors.		Freight Brakemen and Flagmen.	
Old	New	Old	New	Old	New	Old	New
\$5.61	\$6.48	\$3.40	\$4.56	\$4.87	\$5.87	\$3.33	\$4.65
5.65	6.53	3.45	4.63	4.88	5.88	3.41	4.76
5.665	6.545	3.465	4.65	4.96	5.98	3.46	4.83
5.70	6.58	3.50	4.70	5.04	6.07	3.48	4.85
5.75	6.64	3.55	4.77	5.08	6.12	3.60	5.02
5.83	6.73	3.57	4.79	5.10	6.15	3.62	5.05
5.85	6.76	3.60	4.83	5.14	6.19	3.66	5.11
5.90	6.81	3.63	4.87	5.21	6.28	3.707	5.17
5.95	6.87	3.65	4.90	5.67	6.83	3.71	5.18
5.995	6.925	3.70	4.97	5.69	6.86	3.93	5.48
6.00	6.93	3.75	5.03	6.12	7.37	4.24	5.91
6.10	7.05	3.80	5.10	6.45	7.77	4.26	5.94
6.25	7.22	3.90	5.24	7.09	8.54	4.62	6.44
6.50	7.51	3.905	5.245			4.96	6.92
6.75	7.80	3.95	5.30			5.37	7.49
6.80	7.85	4.00	5.37				
6.85	7.91	4.05	5.44				
6.90	7.97	4.10	5.50				
6.95	8.03	4.125	5.535				
7.00	8.09	4.18	5.61				
7.25	8.37	4.25	5.71				
		4.30	5.77				
		4.50	6.04				
		4.55	6.11				

If there were mileage rates in effect in 1915 which are not included in the above tables, they shall be increased in accordance with the percentages contained in the tables in the main body of the report, pages 20 to 27 inclusive.

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ILLUSTRATION OF METHOD OF APPLYING INCREASES  
TO EMPLOYEES PAID ON A MILEAGE BASIS

Engineer "G" received \$4.25 per hundred miles in ten hours in 1915. According to the Commission's plan, although in 1918 this rate was \$4.25 per hundred miles in 8 hours, the rate will be increased  $11\frac{1}{2}$  per cent to \$4.73 per 100 miles (4.7281 equalized as \$4.73). He will be entitled to back pay for every 100 miles run at the rate of 48 cents per 100 miles. If the schedules provide for time and one-half for overtime or any other rate in excess of the straight time rate, then he shall be entitled to receive a proportionate increase of pay for overtime mileage.

For example, assume that "G" in 1918 worked under a schedule providing time and one-half for overtime, and made the following runs:

	<u>Straight Time</u>	<u>Overtime</u>
January	1400	900
February	1500	800
March	1200	1100
April	1800	500
	<u>5900</u>	<u>3300</u>

His back pay would be computed as follows:

5900 miles @ 48¢	\$28.32
3300 " " 72¢	23.76
	<u>\$52.08</u>

If the schedules provide for pro rata payment for overtime, back pay will be computed on that basis.

Rates for future earnings will be as fixed by the Com-

REPORT OF THE RAILROAD WAGE COMMISSION

mission's schedule of increases to employees paid on the mileage basis. If any increase has been made in the mileage rates of employees paid on that basis in 1915 it will be understood that the per cent of increase allowed by this Commission is inclusive of such interim increases and that the new rate per 100 miles is computed from the base rates of 1915.

**Example from Payroll of Application of Commission's Rates:**

Conductor through freight	
2950 miles at 4¢ at Commission	
rate would entitle him to 4.82¢ or \$142.19	
He was paid	<u>118.00</u>
Leaving to be paid	\$ 24.19

He made overtime of 26 h. and 10 m.	
which bears same proportionate increase as his mileage, viz: from 40¢	
to 48.2¢ per hour	\$12.61
was paid	<u>10.45</u> 2.16
1 mo.	26.35
4 mo.	\$105.40



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CHART ILLUSTRATING THE PERCENT OF WHOLE NUMBER OF EMPLOYEES  
OF RAILROADS WORKING RESPECTIVELY 6 AND 7 DAYS PER WEEK.  
(Based on a study of 262,637 employees.)

6 day Workers  64.25 %  
7 day Workers  35.75 %

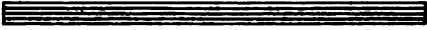

*Per Cent working 12 hours or more per day regularly.*

6 day Workers  1.17 %  
7 day Workers  11.75 %

*Per Cent working 11 hours per day regularly.*

6 day Workers  1.42 %  
7 day Workers  3.21 %

*Per Cent working 10 hours per day regularly.*

6 day Workers  40.12 %  
7 day Workers  12.59 %

*Per Cent working 9 hours per day regularly.*

6 day Workers  7.30 %  
7 day Workers  2.35 %

*Per Cent working 8 hours per day regularly.*

6 day Workers  14.25 %  
7 day Workers  5.84 %

KEY  
6 day workers   
7 day workers 

REPORT OF THE RAILROAD WAGE COMMISSION

APPENDIX VII

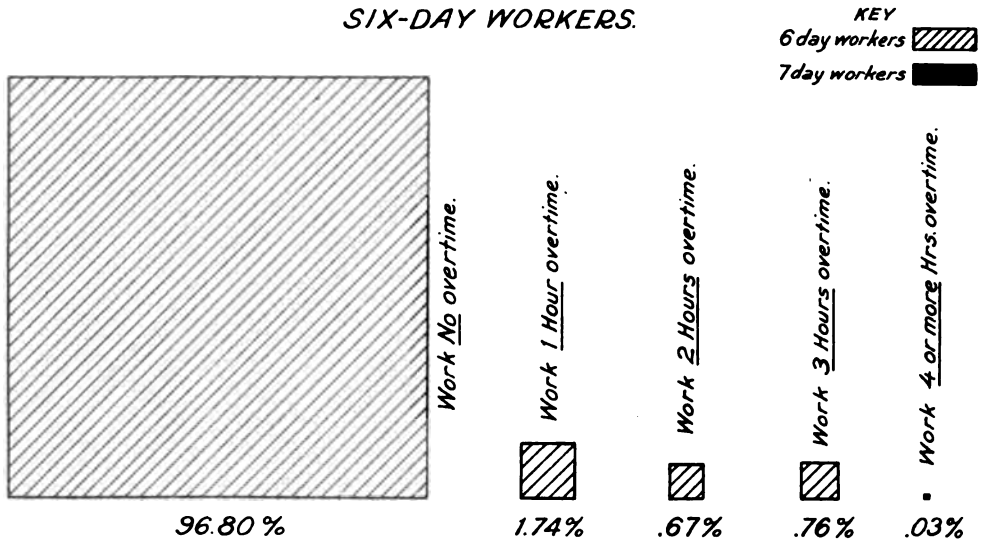
Prevailing Hours of Service  
in Railroad Employment  
in December, 1917

The charts presented herewith, give in graphic form, the essential facts relative to the proportion of the total number of railroad employees, who in December 1917, were required to work seven days a week, as well as of those required to work only six days a week. It is to be observed from the second of these charts, that those who work seven days, in the main work more hours per day than those who work only six days. These charts taken together present a suggestion for the study of working conditions, as related to the hours and days of service which constitute the ordinary standard monthly wage period. The amount of overtime service regularly rendered by a certain percentage of employees is also indicated in the charts.

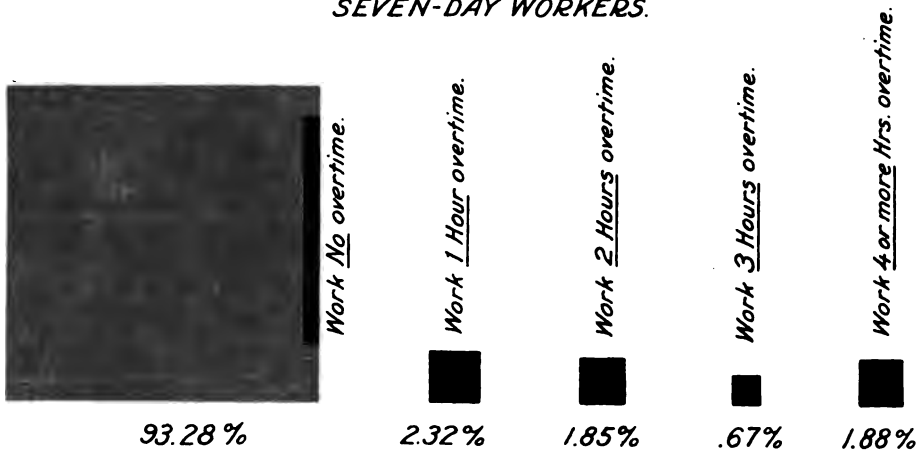
REPORT OF THE RAILROAD WAGE COMMISSION

CHART ILLUSTRATING THE PER CENT OF EMPLOYEES OF RAILROADS WORKING 6 OR 7 DAYS PER WEEK WHO REGULARLY PERFORM NO OVERTIME SERVICE OR WHO REGULARLY PERFORM OVERTIME SERVICE.  
(Based on a study of 262,637 employees.)

**SIX-DAY WORKERS.**



**SEVEN-DAY WORKERS.**



REPORT OF THE RAILROAD WAGE COMMISSION

A P P E N D I X VIII.

Average Earnings per Hour, of Each Class of Rail-  
road Employees for the Years, 1915,  
1916 and 1917,

The table next attached was compiled from the original reports of the roads on file with the Interstate Commerce Commission, for the year ended June 30th, 1915 and for the year ended December 31st, 1916, and from the reports of the companies to this Commission for the year ended December 31st, 1917. It is arranged by territorial divisions and for the United States as a whole, for each year. From this table may be ascertained the extent of the increases made by the carriers in the wages of their employees in each district in the past three years.







REPORT OF THE RAILROAD WAGE COMMISSION

APPENDIX IX

SOURCES OF INFORMATION

The following list of Railroads comprises those whose statistics furnished to this Commission have been employed in compiling the data concerning:

A - The number of persons employed in December, 1917, grouped according to monthly rates of wages.

B - The average number of persons employed and their earnings for the year ended December 31, 1917, grouped by the occupational classes established by the Interstate Commerce Commission.

Returns from all railroads in the list, except those marked ‡, were included in the compilation to ascertain the information covered by Paragraph A.

Returns from all railroads in the list, except those preceded by an asterisk (\*), were included in the compilation to ascertain the information embraced in Paragraph B.

Certain railroads (not included in either list) reported too late to be included in these compilations.



REPORT OF THE RAILROAD WAGE COMMISSION

EASTERN TERRITORY

Ann Arbor Railroad Company  
Atlantic City Railroad Co  
Atlantic & St. Lawrence Railroad Co  
Baltimore & Ohio Railroad  
Baltimore & Ohio Chicago Terminal  
Boston & Maine Railroad  
Belt Railway Co. of Chicago  
Baltimore, Chesapeake & Atlantic Ry Co  
Buffalo & Susquehanna Railroad Corp  
Bessemer & Lake Erie Railroad Co  
Buffalo, Rochester & Pittsburg Ry Co  
Bangor & Aroostook Railroad Co  
Cincinnati, Indiana & Western Railroad Co  
Chicago, Terre Haute & Southeastern RR Co  
Chicago Junction Railroad Co  
Chicago & Western Indiana Railroad Co  
Cumberland Valley Railroad Co  
Central Vermont Railway Co  
Central New England Railway Co  
Chicago, Indianapolis & Louisville Ry Co  
Chicago, Detroit & Canadian G.T. Jol. RR Co  
Cleveland, Cincinnati, Chicago & St. Louis Ry Co  
Central Railroad Company of New Jersey  
Chicago & Eastern Illinois Railroad Co  
Cincinnati Northern Railroad Co  
Canadian Pacific Railroad Co  
Detroit, Toledo & Ironton Railroad Co  
Detroit & Mackinac Railway Co  
Detroit & Toledo Shore Line Railroad Co  
Detroit, Grand Haven & Milwaukee RR Co  
Duluth, South Shore & Atlantic Ry Co  
Delaware, Lackawanna & Western RR Co  
Delaware & Hudson Company  
Elgin Joliet & Eastern Railway Co  
Erie Railroad  
Grand Trunk Western Railway Co  
Grand Rapids & Indiana Railway  
Hocking Valley Railway Co  
Indiana Harbor Belt Railroad Co  
Illinois Central Railroad Co North of Ohio  
Kanawha & Michigan Railway Co  
Lake Erie & Western Railroad Co  
Lehigh & New England Railroad Co  
Lehigh & Hudson River Railway Co

REPORT OF THE RAILROAD WAGE COMMISSION

EASTERN TERRITORY (Cont)

Long Island Railroad Co  
Lehigh Valley Railroad Co  
Maine Central Railroad Co  
Monongahela Connecting Railroad Co  
Maryland, Delaware & Virginia Ry Co  
Monongahela Railway Co  
Mineral Range Railroad Co  
Michigan Central Railroad Co  
New York, Philadelphia & Norfolk RR Co  
New York, Susquehanna & Western Railroad Co  
New York, Ontario & Western Railway Co  
New York Central Railroad Co  
New York, New Haven & Hartford RR Co  
New York, Chicago & St. Louis Railroad Co  
Peoria & Pekin Union Railway Co  
Pittsburgh & Shawmut Railroad Co  
Pittsburgh Shawmut & Northern Railroad Co  
Port Reading Railroad Co  
Pittsburgh & West Virginia Railroad Co  
Pennsylvania Lines West  
Pennsylvania Railroad Co  
Philadelphia & Reading Railway Co  
Pittsburg & Lake Erie Railroad Co  
Pere Marquette Railway Co  
Rutland Railroad Co  
Staten Island Rapid Transit Railway Co  
Sidell & Olney Railroad Co  
Toledo St. Louis & Western Railroad Co  
Toledo & Ohio Central Railway Co  
Union Railroad Co  
Ulster & Delaware Railroad Co  
Wheeling & Lake Erie Railroad Co  
Western Maryland Railroad Co  
Wabash Railway Co

SOUTHERN TERRITORY

Atlantic Coast Line Railroad  
Alabama Great Southern Railroad  
Atlanta, Birmingham & Atlantic Railway  
Alabama & Vicksburg Railway  
Atlanta & West Point Railroad Co

REPORT OF THE RAILROAD WAGE COMMISSION

SOUTHERN TERRITORY (Cont)

Birmingham Southern Railroad Co  
Chesapeake & Ohio Lines  
Central of Georgia Railway Co  
Cincinnati, New Orleans & Texas Pacific Ry  
Carolina, Clinchfield & Ohio Railway  
Charleston & Western Carolina Railway  
Coal & Coke Railway  
Florida East Coast Railway  
Georgia Railroad  
Georgia Southern & Florida Railway  
Gulf, Mobile & Northern Railroad  
Gulf & Ship Island Railroad  
Illinois Central (So. Ohio River)  
Louisville & Nashville Railroad  
Louisville, Henderson & St. Louis Railway  
Mobile & Ohio Railroad  
Norfolk & Western Railway  
Nashville, Chattanooga & St. Louis Railway  
Norfolk Southern Railroad  
New Orleans & Northeastern Railroad  
New Orleans Great Northern Railroad  
Richmond, Fredericksburg & Potomac Railroad  
Southern Railway  
Seaboard Air Line  
Southern Railway Co in Mississippi  
Tennessee Central Railroad  
Virginian Railway  
Western Railway of Alabama  
Washington Southern Railway Co  
Yazoo & Mississippi Valley Railroad

WESTERN TERRITORY

Arizona Eastern Railroad Co  
Arizona & New Mexico Railway  
Atchison, Topeka & Santa Fe Railroad Co  
Bingham & Garfield Railway Co  
Chicago & Northwestern Railway Co  
Chicago & Alton Railroad Co  
Chicago, Milwaukee & St. Paul Railway Co  
Chicago, Burlington & Quincy Railroad Co  
Chicago, Rock Island & Pacific Railway Co  
Chicago, St. Paul, Minneapolis & Omaha RR

REPORT OF THE RAILROAD WAGE COMMISSION

WESTERN TERRITORY (Cont)

Chicago Great Western Railroad Co  
Chicago Peoria & St. Louis Railroad Co  
Chicago, Rock Island & Gulf Railroad  
Colorado & Southern Railroad Co  
Colorado & Wyoming Railroad Co  
Colorado Midland Railroad Company  
\* Copper River & Northwestern Railroad Co  
Cripple Creek & Colorado Springs Railroad  
Denver & Salt Lake Railroad Co  
Duluth, Missabe & Northern Railroad  
Duluth Winnipeg & Pacific Railway Co  
Duluth & Iron Range Railroad Co  
Denver & Rio Grande Railroad Co  
El Paso & Southwestern System  
\* Fort Worth & Rio Grande (In Frisco System)  
Fort Worth & Denver City Railway Co  
Galveston Harrisburg & San Antonio Ry Co  
\* Grand Canyon Railway Co (In Santa Fe System)  
Great Northern Railway  
Galveston Wharf Company  
Houston & Texas Central Railroad Co  
Houston East & West Texas Railway Co  
International & Great Northern Railway Co  
Kansas City Southern Railway Co  
Kansas City Mexico & Orient Railroad Co  
Kansas City Mexico & Orient Railroad of Texas  
Kansas City Terminal Railway Co  
\* Lake Charles & Northern Railway Co  
Los Angeles & Salt Lake Railroad  
Louisiana & Arkansas Railway Co  
Louisiana Railway & Navigation Company  
Midland Valley Railroad  
Minneapolis, St. Paul & Sault Ste. Marie Ry  
Minneapolis & St. Louis Railroad  
Missouri Pacific Railroad  
Missouri Kansas & Texas Railroad  
Missouri Kansas & Texas of Texas  
Missouri St. Louis & Texas, & Steamship Co  
Missouri & North Arkansas Railroad Co  
Missouri Oklahoma & Gulf Railway  
Morgan's Louisiana & Texas Railroad & SS Co  
Nevada Northern Railway Co  
New Orleans Texas & Mexico Railway  
Northwestern Pacific Railroad  
Northern Pacific Railway

REPORT OF THE RAILROAD WAGE COMMISSION

WESTERN TERRITORY (Cont)

#Oahu Railway & Land Company  
St. Louis, San Francisco & Texas Ry.  
St. Louis, Brownsville & Mexico Railway  
St. Louis - San Francisco Railway  
St. Louis Southwestern Railway  
Southern Pacific Company  
San Antonio & Aransas Pass Railway Co.  
Spokane, Portland & Seattle Railway Co.  
Spokane & Inland Empire Railroad Co.  
Spokane International Ry.  
St. Louis Merchants Bridge Terminal  
St. Louis & Southwestern of Texas (in St.L.& S.W.Sys)  
St. Joseph & Grand Island Railway  
Texas & Pacific Railway  
Texas & New Orleans Railroad Co.  
Texarkana & Ft. Smith Ry.  
Toledo, Peoria & Western Ry.  
Trinity & Brazos Valley Railway  
Terminal Railway Association of St. Louis  
Union Pacific System  
Vicksburg, Shreveport & Pacific Railway Co.  
#Western Allegheny Railroad  
Western Pacific Railroad Co.  
Wichita Falls & Northwestern Railway Co.  
Wichita Valley Railway Co.

REPORT OF THE RAILROAD WAGE COMMISSION

A P P E N D I X I

Sleeping Car Companies

Statistics concerning the rates of wages and conditions of employment of employees of The Pullman Company were procured by the Commission, but it was not found feasible to combine them with those of the roads. The statistics are here presented as an indication of the effect which the Commission's plan of increases may have upon that company and its employees.

REPORT OF THE RAILROAD WAGE COMMISSION

STATEMENT SHOWING NUMBER OF ALL EMPLOYEES OF  
THE PULLMAN COMPANY - OPERATING DEPARTMENT  
EARNING SALARIES AS SHOWN BELOW

Earning	Dec. 1915	% of total.	Cumula- tive %	Dec. 1917	% of total	Cumula- tive %
\$20.00 or less	3,745	19.863	19.863	3,985	19.886	19.886
30.01 to 35.00	966	5.134	24.987	1,049	5.235	25.121
35.01 to 40.00	1,032	5.474	30.461	1,292	6.447	31.568
40.01 to 45.00	2,047	10.857	41.318	1,000	4.990	36.558
45.01 to 50.00	1,154	6.121	47.439	741	3.698	40.256
50.01 to 55.00	1,250	6.530	54.059	559	2.790	43.046
55.01 to 60.00	1,668	8.847	62.916	675	3.368	46.414
60.01 to 65.00	745	3.951	66.857	837	4.177	50.591
65.01 to 70.00	591	3.135	70.002	1,721	8.588	59.179
70.01 to 75.00	645	3.421	73.423	619	3.089	62.269
75.01 to 80.00	655	3.474	76.897	1,681	8.339	70.657
80.01 to 85.00	1,227	6.508	83.405	811	4.047	74.704
85.01 to 90.00	1,205	6.391	89.796	726	3.623	78.327
90.01 to 95.00	960	5.092	94.888	944	4.711	83.038
95.01 " 100.00	403	2.137	97.025	952	4.751	87.789
100.01 " 110.00	277	1.469	98.494	1,365	6.812	94.601
110.01 " 120.00	60	.318	98.812	683	3.408	98.009
120.01 " 130.00	95	.504	99.316	147	.734	98.743
130.01 " 140.00	32	.170	99.486	75	.379	99.122
140.01 " 150.00	25	.133	99.619	69	.344	99.466
150.01 " 160.00	1	.005	99.624	11	.055	99.521
160.01 " 170.00	8	.042	99.666	26	.129	99.650
170.01 " 180.00	17	.090	99.756	10	.050	99.700
180.01 " 190.00	1	.005	99.761	5	.025	99.725
190.01 " 200.00	22	.117	99.878	11	.055	99.780
200.01 " 210.00	3	.016	99.894	10	.050	99.830
210.01 " 220.00	1	.005	99.899	1	.005	99.835
220.01 " 230.00	12	.064	99.963	14	.070	99.905
230.01 " 240.00	--	---	99.963	2	.010	99.915
240.01 " 250.00	7	.037	100.000	17	.085	100.000

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